

# Local Government SERVICE

OFFICIAL JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

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OF THE  
RAIDS**  
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THREEPENCE

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## NOTES AND COMMENTS

## The Service Honoured

LOCAL government officers, more than most citizens, have cause to take pride in the words of praise bestowed upon the civil defence services by the King, the Prime Minister, and lesser authorities during recent weeks. Still more will they welcome with gratification his Majesty's decision to create a new distinction, the George Cross, ranking second only to the Victoria Cross, and the George Medal, for outstanding heroism and gallantry in the performance of civil defence duties. For, while they share those duties today with thousands of citizens to whom, a year ago, local government meant little more than a half-yearly demand for rates, it is upon their shoulders that a major portion of the work, including most of its planning, its organization, and its efficient execution, has fallen ; and they, more than any other section of the community, have provided the rank and file as well as the operational staff. It is safe to assume, therefore, that the Service as a whole will figure prominently in the new awards when they are made. Such awards will do more than honour individual heroism and self-sacrifice ; they will honour a body of men and women who, in war as in peace, place the interests of the community before the claims of personal comfort, safety, and self-interest.

## In the Front Line

EXPERIENCES of the past month have more than fulfilled all those predictions, gloomy and hopeful, of the effect of intensive air attack made in these pages since the war began—gloomy in their vision of heavy damage and personal tragedy, hopeful in their confidence of the ability of the local government and civil defence Services to meet every test imposed upon them.

While London has borne the brunt of the attack and provided the most spectacular examples of destruction, horror, and heroism, other areas have had their share. Everywhere the story has been the same—a story of stoic endurance, of grim gaiety in the midst of disaster, of superb and selfless courage on the part of all civil defence workers, and of determination by every means within human capacity to rescue and help the victims, to alleviate their suffering, and to minimise the dislocation.

Although the fire services have inevitably occupied the centre of the picture—their tasks

have called for no less heroism and physical endurance than is demanded of the soldier in battle—the other services—wardens, rescue, casualty, demolition and repair—have played their part with equal gallantry and devotion.

## Some Failures

BUT while the record is mainly one of triumphant achievement, it would be foolish to pretend that all has gone well. There have been failures—ghastly failures, some of them. The problem of the homeless, in the East End of London particularly, for a time overwhelmed the arrangements made for their reception. Nobody, apparently, had envisaged the extent of the problem as it developed when fires and time bombs drove thousands of people, not otherwise casualties, temporarily or permanently out of their homes. Local authorities found their powers inadequate to deal with the situation ; plans for co-operation proved insufficient ; there was lack of prompt and adequate central direction. Too much was each borough regarded as a self-sufficient unit, able to look after its own inhabitants, whatever might befall them—an obvious absurdity when, as sometimes happened, nearly half those inhabitants were bombed out of their homes and the other half were living in conditions of overcrowding and the distress of continuous bombardment.

But while criticism of this aspect of the provisions made has been severe—and not always fair—the most bitter critics admit that, having discovered the deficiencies, the central and local government officers concerned did everything possible to remedy them. Within a fortnight the position had greatly improved, and there is little doubt that, by the time these words are read, new and expanded services will be working as smoothly as continuous raiding allows.

## Deep Shelters

FOR the second outstanding failure, local government bears little responsibility. For months before the war began experts with experience both of modern air raids and of crowd psychology had been urging the building of deep shelters and the widest possible adaptation of basements. Finsbury and several other local authorities had prepared elaborate schemes for their provision, but the Government refused its sanction, adhering rigidly to its policy of dispersal in the Anderson or brick street shelter.

So long as raids remained brief and infrequent, this policy worked admirably and the shelters were a success. But heavy and continuous night raiding brought an insistent public demand for bigger, deeper, stronger and warmer refuges in which sleep was possible in the enhanced—if irrational—sense of security brought about by the presence of others. Londoners in their thousands deserted the street shelters and flocked into the tubes—officially closed to them—and office basements. Stamped by public insistence, Whitehall was forced to reverse its policy and instruct the unhappy local authorities to embark forthwith on a fresh search for underground refuges and on their wholesale equipment with sleeping bunks, heating, lighting, water and sanitation—exactly what, in short, the unofficial experts had advocated two years and more before. The work will be done, of course, but long-suffering and overworked officers will be pardoned if they feel, rather bitterly, that it might well have been done long ago, in easier times.

## Need for Central Control

THOUGH these two failures of the civil defence organisation are now being rapidly overcome, the need for a more centralised control, in the London area in particular, remains insistant.

German bombers are no respecters of borough boundaries and, to the ordinary citizen, it must seem utterly fantastic that, in the twentieth century, the accident of living on one side of a street should subject him to dangers and disabilities which his neighbours on the other side escape. Co-ordination and schemes of mutual help have certainly gone far, but it is doubtful whether they can ever go far enough. Surely the time has come when London must be regarded as a single administrative unit, for civil defence at least, sharing the same standards of protection, assistance, and amenity. Perhaps regional government for London will be one result of the war. Would that be a bad thing?

## A NALGO Victory

THE Conditions of Employment and National Arbitration Order 1940 (S.R. & O. 1305), which we described last month as a new charter for trade unionism, has brought NALGO an early victory.

On August 20, the North-Western divisional secretary, using the machinery of the North Wales Whitley Council, reported to the

Ministry of Labour two "disputes" with Gwyrfai rural district council as test cases. They referred to the failure of the council to grant the cost-of-living bonus recommended by the Whitley Council, and its neglect to adopt the Whitley Council's salary scales.

Gwyrfai council did not wait for the cases to be heard by the National Arbitration Tribunal. It agreed to pay the bonus and is entering into negotiations with the Whitley Council for the adoption of a grading scheme and salary scales.

Three other test "disputes" have been reported up to date. These relate to the failure of an urban district council to grant a cost-of-living bonus to sanitary inspectors, the refusal of an urban district to grant a cost-of-living bonus, and the refusal of a county borough to make up war service pay. We hope next month to be able to report further developments, and to indicate what additional action will be possible under the machinery of the order to secure those national minimum standards of salary and service conditions at which NALGO is aiming.

### Talks at the Ministry

WHEN he received the NALGO deputation on August 22, the Minister of Health, Mr. Malcolm MacDonald, suggested that representatives of the Association should discuss with Ministry officials the various problems the deputation had raised. The N.E.C. welcomed this proposal and lost no time in opening the discussions.

The first took place on August 30. Mr. A. A. Garrard, chairman of the council, Mr. P. H. Harrold, hon. solicitor for England, the general secretary, and the organising secretary, saw Sir John Maude and Mr. R. B. Cross, of the Ministry of Health, and officials of the Ministries of Home Security and Pensions and the Home Office and Scottish Office.

Topics dealt with at this first meeting were the compensation of officers killed or injured while engaged on civil defence work, the making-up of war service pay, and the financial loss suffered by some officers as a result of the suspension of municipal elections and the preparation of registers of electors. NALGO's representatives stated the Association's attitude, which was outlined in LOCAL GOVERNMENT SERVICE last month. The points they made will be placed before the Minister, who will give his reply to a later deputation.

Further joint discussions are to be held to review the other points raised.

### Evacuation Scheme Success.

ALTHOUGH the hold-up of Hitler's invasion plans has—at the time of writing—postponed the projected evacuation of towns in the threatened coastal areas, NALGO has gone ahead with the evacuation scheme announced in the August journal and is now in a position to find immediate jobs for most of the officers who may be displaced.

The support given to the scheme by local authorities has been most encouraging. Between July 10, when the scheme was launched, and September 20, more than 520 authorities had notified Headquarters of 1,300 vacancies, covering practically every section of the Service. While, owing to the absence of evacuation, it has been impossible to fill these vacancies, jobs have been found for a score or so of officers declared redundant by their authorities, some at higher salaries than they were obtaining in their former positions. The following extract from a letter from one of these officers is typical of a number received at Headquarters:

"I should be grateful," he writes, "if you would convey to the National Executive

Council of NALGO my most grateful thanks for their invaluable assistance in securing a post for me. Without the aid of NALGO, the plight of officers in the probable evacuation areas would have been a great deal worse than it now is. The prompt and practical way in which the Association is dealing with this problem deserves our praise and our thanks."

The scheme will remain in force so long as there is any risk of evacuation being ordered, and in the meantime officers dismissed because their jobs are "redundant" should get in touch with Headquarters at once.

### Let the Warriors Wash

MANY branches have embarked on ambitious schemes for helping their members in the Forces, corresponding with them, sending them comforts of various kinds, and keeping a friendly eye on their families at home. Is this enough? A letter we have had from one member in the R.A.F. suggests that it is not.

This man was stationed in a small town where it was impossible to obtain a hot bath. Knowing nobody in the town, but thinking that perhaps some fellow-member of NALGO might help him, he approached the local branch secretary, unhappily without success. Not a single member there, apparently, was able or willing to meet so simple a request.

Here is a fine opportunity for members to be of real help and service to their colleagues in the Forces. It would surely not be beyond the bounds of enterprise and hospitality to discover what members of NALGO are stationed in the vicinity and to form small groups of people willing to offer them the freedom of their homes, for baths or even for a much-appreciated hour by the fireside in an easy chair. We commend the idea to branch officers, welfare committees, and members generally—and suggest that, while they are considering it, NALGOites in the Forces should make themselves known to the secretaries of the branches in whose areas they are stationed.

### A Generous Offer

A PROPOSAL which is bound to be welcomed by NALGO warriors reaches us from Mr. R. G. Castle, honorary sports secretary of the Winchester branch. His branch, he writes, has obtained the use of a room in the Guildhall, Winchester, every Tuesday evening from 6.30 to 10.30 p.m., throughout the winter for badminton, table tennis, and other games.

"The branch," Mr. Castle adds, "cordially invites any members of NALGO in His Majesty's Forces who may be in the vicinity of Winchester to come along, when an enjoyable evening will be given them. Rackets, shuttles, and table tennis balls are provided."

### Education and Democracy

THE problem of maintaining the enthusiasm, the morale, and the health, mental and physical, of 2,000,000 soldiers in this country during the coming months of preparation for a spring offensive is one that is occupying many minds, official and non-official.

Can NALGO help in any way? We know that officers everywhere are heavily taxed today and have little time to devote to enterprises outside their official duties. Nevertheless, there may be some able to spare a little time and energy for work of this kind.

It is on the educational side that local government officers could probably give the greatest help. What, for example, does the average young soldier know of the workings of that system of democratic government he is fighting to defend? Would it not be of interest to him and of value to the nation and the nation's cause to tell him something about it, to show him something of the unceasing activity of local government in building and maintaining a civilisation worth defending?

This is the kind of work only local government officers can perform satisfactorily, and we suggest that they might attempt it.

So far the suggestion is vague and tentative only. But if any readers are willing to help, or have any concrete proposals to offer, we shall be glad to discuss it with them.

### Aid for Dutch Soldiers

THE appeal we made last month for hospitality for Dutch soldiers in this country has met with a remarkable response. Branches, individual members and friends of members in all parts of the country have offered their homes and their friendship to these exiles who have abandoned country, home and family to carry on the fight for freedom.

At the moment it is unlikely that the Dutch authorities will be able to take advantage of more than a fraction of the offers received. The intensification of the struggle since the appeal was made has curtailed the opportunities both for leave and for transport. But the scheme will be revived as soon as circumstances allow, and in the meantime the Dutch authorities wish, through LOCAL GOVERNMENT SERVICE, to express their gratitude for a fine example of international goodwill.

### Age of Reservation

JUDGING from inquiries received at Headquarters, rumours of a further increase, from 30 to 35, in the age of reservation for local government officers are spreading throughout the country. At the moment there is no foundation for them, nor, in view of the intensification of bombing and civil defence work, does there seem likely to be.

The Association has impressed on the Ministry of Labour and National Service the serious danger of dislocation and even of a breakdown of the local government machine should any more qualified officers be withdrawn. It has received an assurance from the Ministry that it will be consulted before any further change is made in the schedule.

### Films for the Blackout

BRANCHES and civil defence units faced with the prospect of long winter evenings on duty waiting for bombs which may not come should be interested in the new arrangements made by the Ministry of Information for free film shows for societies and associations.

A wide range of films has been prepared, dealing with various aspects of the war effort and with such allied topics as food, cooking, and fitness. Each regional information officer is being supplied with mobile projectors which will be sent, with operators, to any area where an audience can be collected. Branches and members wishing to avail themselves of this service—which is entirely free—should obtain fuller details from their regional information office.

### Apology to Manchester

OVER-HASTY reporting, and the natural assumption that what Manchester thought yesterday the N.E.C. will approve today led to an error in our report last month of the meeting of the N.E.C. emergency committee on August 9.

The report stated that, "in response to representations from the Manchester branch," the emergency committee had agreed that members seconded for service with Government departments should pay Association subscriptions based upon the salaries they received from the Government. This was incorrect. Manchester, in fact, disapproved of this proposal and had urged that subscriptions should be based on the amount those members would have received had they remained in local government Service.

We apologise to Manchester branch for our misinterpretation of its attitude.

# THE GREAT TEST—AND ITS LESSONS

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THE Prime Minister's message to members of the A.R.P. services paid high tribute to the value of their work, and to their courage, discipline and efficiency, now proved in action in the intensified air attacks of the past month. The service which these citizens are rendering to the nation is indeed magnificent. For a considerable period before the outbreak of war they had submitted themselves to the self-discipline and the sacrifice of leisure involved in their training. They had next to endure the weary waiting and watching called for by the war's first phases. Now they go into action to meet situations which, at the least, require the highest degrees of fortitude and resource and which often call for nothing short of sheer heroism. The worst that has happened has served only to impress the public mind more forcibly with the high standards of courage and efficiency they have reached. We are proud to know that in one way or another almost the entire local government Service participates in these services and takes its share of the public praise.

Apart from the participation of many thousands of its members in a common citizen effort, the local government Service has had its own role to play, as such. Under central planning, it has carried out most of the organisation. The training of the volunteers has also been the responsibility of local government officers of one type or another. In reviewing the position of A.R.P. in the crisis of September 1938, and the tasks which then lay ahead, we said: "The local government machine is fully capable, under adequate national planning, of discharging the local planning and execution of all A.R.P. services at present allotted to it; and the adoption of any other means would give the public worse results and involve it in the enormous and unnecessary expense of duplicated mechanism." Our belief has been fully justified.

All this has not been accomplished without heavy sacrifice and the utmost devotion on the part of local government officers. With the onset of war, workers of all kinds have waived their ordinary conditions of service. Unless thousands of local government officers had waived theirs, without material recompense, two or three years earlier, the colossal task of A.R.P. preparation could never have been achieved—particularly while Parliament, up to the last moment, was churning out measure after measure which added to the already enormous range of the local government officer's "peace-time" responsibilities. To innumerable officers the public owes a heavier debt of gratitude than it knows—even now.

The standards of efficiency now reached undoubtedly reflect better planning by Whitehall. Even for this, much of the credit is due to the constructive criticism of the local government Service and to the fruits of the high tradition it has developed, in this and every other sphere of its duties, of bringing a whole-hearted interest to bear on its work, pooling

its experience, discussing common problems, and making the results of all these known and available to responsible authority.

When every allowance is made for the haste in which central planning had to proceed after the tardy recognition of defence needs,

with a wide range of functions and substantial executive autonomy, conforming to national and regional plans. It is the only one which can cut out the devious, complicated, and ill-co-ordinated system of local government in the county areas. It implies the preservation of the county borough system and, in fact, its extension in principle to all substantial urban areas.

In this respect, the lessons of A.R.P. reinforce those drawn from the ordinary activities of local government. If any A.R.P. service has been singled out for special praise it is the Fire Service; and the praise extends to both organisation and the qualities of its personnel. It is surely significant, this being so, that this is the one A.R.P. service in the county areas not hampered by the county-area problem. Here the "minor" authorities of the county are the executive organs. This fact has not precluded, as we have always said, it need not preclude, the formation of regional plans. In fact, it is in this Service that regional plans were most quickly, most

easily, and most thoroughly formulated and operated. From start to finish, the elimination of a county principle of organisation has made the organisation comparatively easy and settled it on clear-cut lines. Fire chiefs in the county areas, no less than in the county borough, have, in consequence, been free of the organisational pre-occupations of their colleagues operating the "General Scheme" services in these areas, and able to concentrate the more on training.

## Greet your Friends—Help the B. & O. Fund

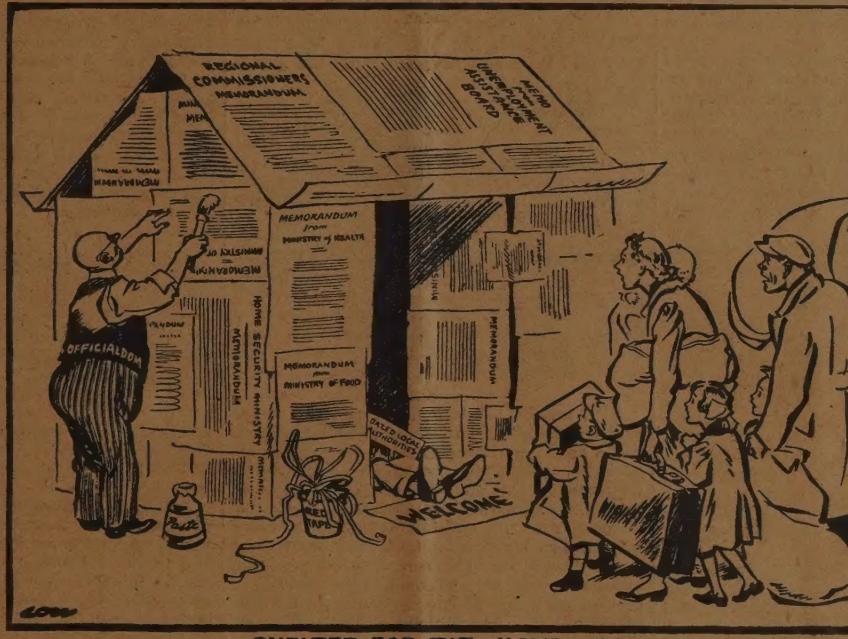
WITH both the NALGO holiday centres now closed to holidaymakers—and few members getting holidays, anyway—a large number of regular visitors to Cayton and Croydon have this year missed the opportunity of renewing old friendships formed there.

A correspondent has made the happy suggestion that we should devote some space in the December number of LOCAL GOVERNMENT SERVICE to exchanges of greetings between these enthusiastic Croydians and Caytonians and at the same time raise a little money for the Benevolent and Orphan Fund.

It is suggested that camp names should be used, in which case the greetings might be on lines of: "CHIMP and BUNNY (Hastings) send Christmas greetings to JABBERWOCK (Manchester), MINNEHAHA (London) and all Caytonians." Members may, of course, couch their messages in any terms they wish.

The charge will be 2s. 6d. for twelve words (min.), plus 1s. for each additional six words.

Messages, accompanied by remittance, must reach the Editor, LOCAL GOVERNMENT SERVICE, 27, Abingdon Street, London, S.W.1, by first post on Monday, December 9. The whole of the proceeds of the scheme will be handed over to the Benevolent and Orphan Fund.



SHELTER FOR THE HOMELESS

Reproduced by courtesy of the "Evening Standard"

and for deficiencies in the body politic rather than the central administration, there was much in the early planning of A.R.P. which merited the criticism it attracted. Perhaps the worst feature was the incredible omission to pave the way for speedy local action by the kind of financial adjustment between the central and local governments which the range and magnitude of the work so obviously demanded. But the Service also knows how many were the failures to settle the executive responsibilities of the local authorities *inter se*; how dubious were some of the decisions eventually made; and how often the plans failed to lay down lines for co-ordination. Indeed, in the earliest stages, the Service often wondered whether the local government machine was even known by those at the centre whose task it was to make it the instrument of their purposes. Later effort, and the goodwill and endeavour of the officers of different local authorities in their relations with each other, have overcome the failures of insufficient forethought in initial central planning; but the Service feels that many of the early deficiencies need never have occurred had the local government Service been more fully and systematically consulted than it was.

The central authorities had, no doubt, to contend with some stubborn problems of local government organisation—particularly that which is presented by the splitting up of local government functions in the "county areas." Since no one knows better the nature of these problems than the local government officer himself, it is the more necessary that his voice should be heard when they are involved. We commend to the careful study of authority all that has recently been said about them in these pages.

The only system which can achieve sound and economical administration and co-ordination of services is one which rests on local units,

THESE notes are being written between one and two a.m. to the accompaniment of the assorted noises (WUFF-WUFF, CRUMP-CRUMP, TWIT-TWOO—and (very loud) BANG, BANG, BANG) of anti-aircraft guns, according to their respective distances and calibres. If my style seems on the staccato side, or to be an odd blend of Ernest Hemingway and William Hickey, with the defects and none of the merits of either, put it down to that, will you?

You ask, Mr. Editor, for a first-hand account of the activities of the various branches of the civil defence services—administration, control and report, wardens, fire service, rescue and decontamination squads, emergency feeding and billeting, repair to damaged buildings, etc. If I attempted all that, I could fill a whole number of LOCAL GOVERNMENT SERVICE with ease. What I will attempt are a few disconnected impressions. Here goes!

*A Control Room somewhere in London. Time, 23.00 hours. Usual accoutrement of telephones, maps, tally boards, etc. Four people are playing solo.*

Telephone rings "Purple." Messages duly dispatched to depots, ambulance stations, first-aid posts, etc. ("Curse that man; he must have known I had a misere hand.") State of parties 'phoned through to group. Car dispatched to take to first-aid post person who has received slight injuries through falling down on entering a public shelter. Telephone rings again, "Red." Almost simultaneously, a terrific fire of anti-aircraft guns bursts out in the immediate vicinity. We settle down and wait. No air raid damage messages 'phoned through for an hour.

Then the telephone is heard to ring in the message room—express report re air-raid damage. Stretcher party, ambulance, and rescue party are dispatched immediately. A few minutes later the M.2 comes in. H.E. Five casualties, three trapped; rescue party sent off. Water and gas mains damaged. Water board and gas company advised. No fire.

Temporary excitement now caused by a report from one of the fire-fighting squads that there is an incendiary bomb on the roof. Don my tin helmet and go up to the roof; watch fire-fighters extinguish bomb with sand. No need for stirrup pump, which was ready if called for. Over to the west the whole sky lit up by pale green flare. Two smallish fires visible to the south. Guns still putting up a terrific barrage and, despite temptation to stay and watch, decide that it is a little unhealthy up here and return to the control room. . . . Find another message has come in about an unexploded anti-aircraft shell. After informing group, arrange for rescue party to go and sandbag it, as no bomb-disposal section is available. Fifteen minutes later, message comes in: "One rescue party reported back from —. Shell taken away by warden." Hope this is not a case of too adventurous souvenir hunting!

More messages have now come in from wardens and police about incendiary bombs. The A.F.S. are dealing with some of them. Many had been dealt with by stirrup pumps, some by the wardens themselves, putting them out with tin helmets.

\* \* \*

About 3 a.m., during a temporary lull, go down to staff shelter to try for a short rest. Leave instructions to be called if further incidents are reported. Lie down on bed for half an hour, but sleep impossible because of snoring barrage in various keys which goes on continuously. Think of W. K. Bliss's amusing article in "The Evening Standard" — "Noises in the Night." He divides snorers into blasters, squeakers, and hissers. The snores of the blasters are "full-throated, hearty thunder"; the squeakers "break out just occasionally into a sizzle, but rise into a

staccato squeak, then relapse into a gently-manly silence until they have generated sufficient energy for another eruption." Hissers, at full pressure, are "like an over-boiling kettle." Snoring is becoming a major social problem. Personally, I prefer the A.A.s !

\* \* \*

Telephone a rather frivolous friend who has a flat in Westminster. "Yes, I can hear about fifty of 'em going over now. Hitler is a puss, isn't he?" Burst out laughing—the gentle art of under-statement!

\* \* \*

Inspecting air-raid damage on morning after, visit one house where there was a direct hit on an Anderson shelter in the garden and two persons were killed. Large crater in the garden. The house itself still stands, but the house presents an indescribable scene of confusion and disarray: plaster and ceilings fallen in, clothes, books, music, an odd copy of "Picture Post" strewn about together in the dust and debris. Rescue man on duty picks up a wooden darner. Don't know why the darner particularly stuck in my memory, but it seemed somehow to personify the futility of the whole grim business.

\* \* \*

Visit another crater, half-filled with water from a burst water main in the middle of a road, which must have been caused by a five-hundred-pounder. Miraculous escape of property in the immediate vicinity. No casualties. Hear of splendid achievement of one of our district wardens who put out about eight incendiary bombs, was burnt by one of them, went to a first-aid post for treatment, insisted on going out on leaving to deal with other incendiary bombs, although he had only one arm which he could use. Am sending a full account of this to R.H.Q.

## A WARDEN'S VIEW OF CIVIL DEFENCE

### By a London Warden

"HOW will it work when put to the test?" Every civil defence worker must have asked himself this question during the months of aerial inactivity in the first year of war. Some, in more fortunate areas, may still be wondering.

As a full-time warden in a big Metropolitan borough which has been tested severely during the past few weeks, I can reassure them. It can and does work—amazingly well. Every branch of civil defence has amply fulfilled every expectation made of it. The organisation, built up on paper, from no foundations and without practical experience or precedent of any kind to guide it, has proved efficient, and the personnel has responded magnificently. Speaking for my own district, I cannot find a single ground for serious criticism.

Before giving examples of the way in which the job has been done, I had better outline very briefly our organisation scheme, since procedure varies slightly in different areas.

The scheme has its focal point at borough control, and there are sub-control centres covering two or more divisions. Reports of air raid damage are telephoned straight from wardens' reporting posts to either borough control or sub-control, from which the services necessary to deal with the "incident" are directed. Should a warden's post be put out of action, contact is made by messenger with the nearest post, from which the report is sent to control.

Borough control also act as liaison between reporting posts and the bomb disposal sections and police, which are controlled by group regional headquarters. The services turned out for each "incident" are assessed from the damage reported in the first instance from wardens' posts, and, in the case of the first

Another telephone conversation: "Oh, we are carrying on here, but we have evacuated our first-line furniture and second-line fur coats." While trying to get another telephone call, I overhear the following conversation: "Well, old boy, how's trade? I hear the City's had a packet; block of flats down in . . . Must have cost £10,000, if it cost a Id. How's Annie's cough?" . . .

\* \* \*

Here are two stories illustrating the quiet heroism of the general public under air-raid conditions. This from a leader in the *Evening Standard*: "A woman sits on a rickety chair in the middle of a shattered row of dolls' houses, her family about her. She waves her hand at the pile of ruin which was once her own home, and her neighbours". 'We don't care about all this stuff,' she says. 'Our only feeling is for the lives of our folk.' 'How do you like this sort of life?' asks a passer-by. 'Well,' she replies, 'it's nice and airy.' "

\* \* \*

Another pathetic little vignette from the *News Chronicle*: "They were trying to get their horse into a public shelter. A shabby old chestnut mare she was, and willing to do anything they asked of her. 'A raceorse she's been in 'er time,' said the old chap. But, of course, the wardens and the police took a strong line about horses in shelters, so they all stood around the van and the unharnessed old mare, and the old chap broke down and cried. 'It's all so kind of strange,' he kept saying, 'and if anything should 'appen to 'er——'"

Finally, this from an article in the *Weekly Dispatch*: "A housemaid was asked, 'Well, Mary, what do you think of all this bombing?' She replied: 'It's a bit of a noosance, sir, ain't it? All this gettin' up at night and goin' down to dug-outs, and the sirens stoppin' work in the daytime. But it do make a bit of a change, don't it, sir?'"

## OF CIVIL DEFENCE

aid and ambulance services, from the estimated number of casualties. Fires, if larger than can be controlled by wardens with stirrup pumps, are reported direct to the fire brigade substations.

The two following examples will give an idea how the services work:

In one thickly populated area where dwellings were of the poor two-floor cottage type, a 1,000-lb. bomb was dropped in the middle of the roadway, resulting in the devastation of more than a score of houses on either side of the street, the bursting of gas and water mains, and damage to sewers. Apart from many cases of shock however, there was only one fatal casualty, as all the residents had taken refuge either in their Anderson shelters or in the large communal shelters nearby. The explosion occurred just before midnight, and all arrangements for the temporary housing and feeding of those rendered homeless had been completed by 9 o'clock the following morning.

Another large bomb fell in the forecourt of a block of municipal flats, not more than ten feet from the entrance to one of the shelters provided for the thousand residents. Some of the flats were severely damaged by blast, and 19 casualties were caused, mainly by flying glass. All were dealt with very efficiently by the ambulance services, which arrived within ten minutes of the explosion. First-aid was given on the spot, despite the fact that bombs were still falling and a tremendous anti-aircraft barrage was in progress, and all the casualties had been taken to hospital within half an hour.

About 60 people, many wearing only their night clothes, were rendered homeless, but all had been taken to reception halls by 10 o'clock the following morning and provided with food and clothing.

# PORPSMOUTH CAN TAKE IT—SMILING

By Frank Lines

FEW people can have been more worried when war was declared than A.R.P. organisers. The Services were at least able to indulge in almost realistic exercises, but the nature of A.R.P. made practice difficult, and realism almost impossible.

Portsmouth was no exception to this rule, and officers had the added anxiety that the city held the biggest naval base in the country, as well as large numbers of troops. It was naturally expected that it would be a target for enemy planes. How strangely the first year of War was to turn out we had then, of course, no inkling, and all that could be done was to practise on as large a scale as possible without seriously hampering the business of a large city and a not inconsiderable seaside resort.

Exercises were arranged on Sunday afternoons, and the whole of the A.R.P. personnel took part—police, wardens, first aid, rescue and demolition, and the A.F.S. The opportunity was taken to get rid of certain slum property already scheduled for demolition.

The assumption behind the exercises was that isolated houses in various parts of the city had received damage, or had been fired by incendiary bombs. It was felt that the conditions of actual warfare would impose a much more serious strain on the personnel than could be arranged in these exercises. When the raids came, however, the damage was almost exactly as had been envisaged. Isolated houses in widely separated districts received damage from high explosive bombs, in some cases severe. At only one point were the casualties high, and that was due to a "lucky"—or unlucky—hit on a place where people were sheltering. Everywhere else the casualties were surprisingly light, and, of these, most were slight injuries caused by flying glass. Of course, there were serious injuries, and deaths, but it is too much to hope that a thickly populated area like Portsmouth can escape without these.

A tribute must be paid here to the excellent shelter accommodation provided, both public brick shelters and the Anderson type. An example of the value of the former was given when a bomb hit a terrace of houses in a main road. A large proportion of an outer wall of a factory about twenty yards away was damaged, but a public shelter standing nearer to the bomb crater was unscathed.

Recent attacks have been delivered from a great height, and, as was to be expected, most of the bombs, intended, presumably, for military objectives, landed well away from their targets, and the civilian population suffered.

The A.R.P. organisation was all that had been hoped for it. The chief air-raid warden told me that he was delighted with the way the careful planning of the earlier months of war had stood up to the test. Everything went well, and no fears are felt for the future provided the men carry on as they began. The chief depot superintendent of the casualty services was even more pleased, despite the fact that the casualty services had received two heavy blows—a direct hit on a first-aid post, and the destruction of another by fire.

In the first, the bomb came so quickly after the warning that the personnel were not in the shelters and some were reporting for duty. A number, including the superintendent, were killed, and others injured. In spite of this setback, the remainder of the staff showed great calmness and courage.

An ambulance driver and attendant, both women, were caught in the road when the bombs dropped. They threw themselves down and were unhurt. Immediately afterwards, they began to rescue casualties from the entrance to the depot, and when they could do no more there, treated casualties on an adjoining barrage

balloon site. They showed no trace of fear even when, with other first-aid personnel, they were working for a time under a chimney in imminent danger of collapse.

Another woman ambulance attendant, aged 21, was severely cut in the head and ankle, and



had numerous small cuts and wounds, requiring altogether more than a dozen stitches. After first-aid dressing she helped with the more seriously injured and acted as attendant on the ambulance, taking them to hospital, where she was herself detained. She is now back at work at the depot.

## AFTER THE RAID IS OVER—By Norman H. Rogers

"BOMBS fell in a residential district in \_\_\_\_\_." To the listener the announcement conjures up, perhaps, a phantasmagoria of A.R.P. workers, a vision of the ant-like activity described in last month's LOCAL GOVERNMENT SERVICE. One mentally pictures the arrival of the first line forces of the civil defence services—the fire squads, and the casualty, first-aid, and stretcher parties. The wanton destruction, the indiscriminate bombing of defenceless citizens, grips the attention and focuses it upon the grim functions of the local authority to save life and property.

But visit the spot some hours later, when the ambulances have returned to their depots and the A.F.S. towing units have trundled away the pumps. A house may be demolished; there is, perhaps, a gaping cavity in the road, partly filled with water, or a section of the avenue may be roped off with a signboard "Danger. No Smoking." Sightseers are not numerous—the police have seen to that.

If the night has been one of intense action by the first-line forces, the day sees the second line take up their positions. The water-mains department officials now consult to carry out speedy repairs so that the water supply shall not be unduly dislocated; plugs, hastily inserted in the jagged ends of broken pipes, are removed as new joints are inserted.

In the middle of the raid, a solitary official, the water turncock, had hastened from bed, cycled to the scene amid anti-aircraft shellings and, perhaps, still falling bombs. His duty is to manipulate the supply valves—burst mains mean flooding if the supply is not promptly shut off; he, too, is required to help the firemen by the adjustment of hydrant pressures.

Working in another part of the cavity, like children playing in a seaside sandpit, are the workmen from the gas department, repairing shattered mains, and telephone technicians replacing portions of cable. All this can be seen.

What of the citizens displaced from their homes, houses now structurally unfit for habitation, or too near an unexploded bomb for safety? They are not to be seen. Another section of the municipal service has already been on the spot. The estates manager, acting in his war-time capacity of billeting officer and repairs supervisor, accompanied by his technical assistants, has already conducted a survey to ensure that no person rendered

A male member of a first-aid party had three ribs broken, two ribs cracked, and suffered a scalp wound. He refused to stop work and was subsequently off duty for four weeks.

The way in which the organisation as a whole stood up to that severe test—made more severe by the fact that the workers were treating their own colleagues—is shown by the time-table of the "incident." The bombs fell at 6.05 p.m., the last living casualty was away from the scene by 6.45, all the dead had been recovered by 9.15, and all the equipment had been salvaged and stored in temporary premises by 10.30. The depot was functioning, with reduced personnel, in twenty-four hours.

One or two lessons were learned from the raids and adjustments have been made to ensure that mistakes do not occur again.

The A.F.S. and the rescue and demolition squads also worked extremely well, the A.F.S. in particular having had ample opportunity to prove its worth, and I believe the national standard was very well upheld here.

It seems, therefore, that the careful planning of peacetime has borne fruit, and in the days that lie ahead we shall at least have the comfort of knowing that all that is humanly possible is being done to minimise the effect of this terrible method of waging war.

homeless should be left without shelter or accommodation for a moment longer than necessary.

One house has been examined by an assistant. "Unsound," he reports; "it will have to be demolished." The billeting officer, who has a list of empty properties—some on local housing estates, others under private ownership but which can be commandeered, immediately allocates one, in the most suitable area for the homeless family, who have probably spent the first hours after the raid in a church hall or institute specially opened under the auspices of the public assistance officer. The furniture will be transferred during the day—even though it be a Sunday—through the assistance of local furniture removers, or by means of the estate department's vans.

Another family may have found a home with friends or relatives. Even then, if the house is to be demolished, the furniture must be removed. It is. The billeting officer arranges for its storage at a local depot where it is carefully labelled and kept for one month, or until the owner requires it. Thus, all possible help is given to the victims. Even valuables are safeguarded. The billeting officer will, if desired, accept for temporary custody any valuables which cannot be looked after by their owner. These are deposited at the local bank.

In one area, a public-spirited resident placed a mansion at the disposal of the local authority. Here many people, mostly from a poorer area, have been housed and cared for while the repairs department got to work on the damaged properties. In another part, a large house, on the "empties" list of the billeting officer, has been converted into a "convalescent home" for persons suffering from shock. Equipped with furniture supplied by local inhabitants through the Women's Voluntary Services, this activity is one more to be added to the list supervised by this section of the second line civil defence services.

Wherever possible, houses must be restored. In his capacity of repairs supervisor, the estates manager supervises this work. Here, again, speed is essential. Roofs are covered with tarpaulin, windows are patched, and walls shored up. Within a few days, order is restored, and the area settles down with the enemy's object unfulfilled. Morale is still unshaken—thanks to the guts of the average British citizen and the efficiency of a local administration.

# MUNICIPAL HOSPITAL IN WAR-TIME

By C. A. W. Roberts, M.B.E.

THE work of a large hospital in time of peace, with its many-sided activities and communal life, is always interesting. In time of war, that interest is increased, and the work of the hospital becomes more important. To ordinary people, soldiers, sailors, and airmen, the hospital's management, the qualities of its staff, and their capacity for efficient service, assume great significance.

Before war was declared, the framework of what is known as "The Emergency Medical Service" had been laid down by the Ministry of Health. It began to function on September 3, 1939. In that scheme, the hospital service of the country was revolutionized. A decided attempt was made to bring together the voluntary and state systems of hospital management. This is still developing, and it is hoped that the lessons now being learned of its possibilities and failures are not being lost sight of by the Ministry of Health, for on the success or failure of the scheme will depend the nation's future hospital service.

The first day of war in any large hospital is one never to be forgotten. The completion of the evacuation of patients, some to their homes, some to other hospitals, and some to convalescent institutions, to provide beds for immediate air-raid casualties (which fortunately did not arrive); the housing of ambulances, an auxiliary fire brigade and parties of stretcher bearers; the enrolling of auxiliary nurses; the introduction of emergency dietary schemes, all were accomplished without effort and with the utmost speed and goodwill.

The completion of the "black-out" of some four thousand windows and skylights was no small part of the work and led to many experiments with lighting, none of which proved very satisfactory. Sick patients cannot be properly cared for without efficient lighting. Ventilation was, and still is, a most difficult subject, and up to the present no solution has been found.

The excitement of such intense activity naturally abated as the expected air-raids did not materialize, and the hospital, after what seemed a long period of boredom, began to resume its normal functions. The usual winter ailments, together with the hospital treatment required for many soldiers in camp in the neighbourhood, and the fact that the general public no longer supported the government evacuation scheme, caused the number of occupied beds to increase until the hospital had almost assumed its peace-time activities.

The arrival of the first convoy of soldiers of the B.E.F. on a glorious summer afternoon tested the carefully thought-out arrangements and proved their efficiency without any aid from outside the hospital staff. Three hundred soldiers were admitted, treated, fed, and all records completed, in eight hours. The enthusiasm of the staff (working hard and doing hours of overtime) was stimulated by the cheerfulness of the soldiers themselves.

The hospital, that day and on many days since then, has reflected the attitude of the whole community towards the war. The kindness of the general public was, and is, remarkable. Cigarettes, sweets, shaving soap, razors, razor blades, tooth paste, tobacco, and fruit poured into the matron's store, which became the centre of the comforts scheme. All gifts are pooled and every Service man receives the same. E.N.S.A. also offered their services, and many first-class concerts were arranged. Local funds and the Red Cross Society all contributed to this wonderful welcome to the troops.

Despite these social activities, the main function of the hospital is never lost sight of. The care and treatment of its patients is, and must be, the first consideration.

Since the capitulation of France, a never-

ending stream of Polish, Czech, and French soldiers and sailors has been treated, followed by refugees from Holland, Belgium, Poland, France, Gibraltar, and the Riviera. The language difficulty was surmounted by obtaining the aid of the local University and calling on men and women with knowledge of languages in the neighbourhood to act as interpreters. Some of the latter became teachers. The facility with which the foreign patients mastered English is astonishing to the ordinary Englishman. One Polish officer gave as a reason for this, that "Englishmen did not need to speak Polish, whilst it was necessary for a Pole to speak English."

The bravery and cheerfulness of these Allies of ours, deprived as they are of home, country, and money, ill and suffering, is something never to be forgotten by those who have been privileged to come into contact with them, and to do what was possible for their welfare.

Outstanding problems of war-time hospital life are rationing, reduction of waste, maintenance of the black-out, and air-raid precautions.

**Rationing.**—An interesting feature of rationing is that, with the exception of tea and sugar, the gross consumption of rationed articles by the hospital community as a whole—men, women, children, and staff—rarely exceeds the peace-time allowance, so that little re-arrangement of the ordinary diets has been found necessary. It is a good plan to abolish all fixed dietaries and to serve food as and when procurable, provided always that the medical superintendent is satisfied with the menu. Experience has proved that this system is generally acceptable.

**Reduction of Waste.**—As everyone familiar with hospital life knows, one of the most difficult things to combat is waste—waste in food, drugs, and dressings, crockery, bed-linen, coal, and light. It may be that the spirit of

## BRANCH MAGAZINES—How to Keep Going

By Norman H. Rogers

THE still insistent calls upon the services of local government officers, including branch magazine editors, have led to a falling off in the numbers of journals published. Those remaining are mainly the printed magazines, a fact which suggests that the major difficulty is production—typing and duplicating. How can we keep going?

If the editor has left on active service, there must be several literary-minded persons who would be willing to take on his job, whilst it should be easy to interest an enthusiast from among the typists. Given two such persons, together with another enthusiast, a junior, to operate the duplicator, it only remains for the chairman of the editorial board or journal committee to make the necessary introductions and set to work. Clearly, if a temporary member of the staff agrees to edit the journal, or to become assistant editor, his job must be made easy for him by members of the editorial committee, who should introduce him to the outstanding office personalities.

Further, the whole committee must help and not merely await the proofs, as it probably did before.

Two duplicated journals continue merrily, though, perhaps, erratically in existence. One, *Query*, of Finchley, edited by Kenneth Smith, is sent with a note: "Here, then, is the March copy of *Query*, issued in April and bearing on the cover May." The enclosing letter is dated July! That shows how persevering some editors can be. Another is *Pay Day*, of Hackney, edited by L. Lowton. This keen journal, which was placed second in the branch magazine competition, continues, though reduced in size, to keep the branch acquainted with the news of the day. A series which, in

"plenty more where that comes from" operates, but the fact remains that waste is the bane of the administrator's life. Ordinary methods of inspection are not enough in war time, and an officer of senior rank has been empowered to visit all parts of the hospital to report on waste of all kinds. The result has been most satisfactory.

**Black-out and A.R.P.**—The maintenance of the black-out and air-raid precautions have become more important as the war has progressed. The co-operation of the whole of the staff has been enlisted, and the wail of the siren no longer strikes terror into the inhabitants.

There is something wonderful in the steadiness of all concerned. This is particularly noticeable in the young probationers, who go to shelters or on duty in the wards with the steadiness of seasoned veterans.

Not more than 15 per cent of the patients are fit to go to shelters and the remainder must be made reasonably safe and attended throughout the longest raid, both by day and by night.

To maintain a complete black-out and at the same time to give reasonable light for the work to be continued, is a major problem. Here cheerfulness, supervision, and thousands of yards of black cloth achieved the purpose.

The most recent problem is that of securing sufficient rest for the staff. Where so much contact with suffering humanity is encountered, the shelter question needs reconsideration. The use of hammocks is advocated. Members of the staff can maintain their spirit and effort only if they have reasonable security and sleep.

The secret of success in hospital work in peace or war is a contented, loyal, and efficient staff, with the spirit of service as the key-note of all activity. At least one large municipal hospital may claim to have such a staff, and the soldiers, civilians, refugees and others bear testimony to what can be, and is being, done there for the benefit of humanity, and as a contribution to the national war effort.

these days, will be appreciated is "Twelve Months Back"—those were the days!

Branch magazine journalism has lost one of its outstanding enthusiasts in the retirement of W. Barker from the editorship of Manchester's *Guild Journal*. We cannot do better than quote from the July commentary: "The superb qualities of Mr. Barker in the editorial sphere . . . are known to all. During his period of office from 1936-1940 he maintained a high level in the production, lay-out, and content of the journal—a level so high that the *Guild Journal* was rightly awarded first place in the N.A.L.G.O. competition last year. As an editor of a branch magazine, Mr. Barker's pre-eminence was generally acknowledged, and his advice and assistance were often sought and unstintingly given."

Mr. Barker was a strong supporter of the branch magazine exchange movement and it was he who, in company with two others, organised the first acknowledged conference of editors, and sponsored the idea of "syndicated" articles. T. C. Barton, who succeeds to the editorship, should be fairly well known to readers since he has won at least two of the competitions held by LOCAL GOVERNMENT SERVICE in "pre-war" days and was runner-up in several more.

Other journals still in publication are *Quarterly Review* (Bradford), *Camera Principis* (Coventry), *In and Out* (Ealing), and *Calling Croydon* (Croydon).

"Calling Croydon" enters into its fifth year of publication with an editorial spirit which the war has failed to dampen. "In and Out," now jointly edited by J. W. Bellamy and J. Rimmer, contains a lively contribution from its founder editor, J. C. Satcliffe, headed "From Barrack to Borough." The Ealing Branch is exceptionally fortunate in having such editorial enthusiasm.

# COWSLIP STILL UNCOWED

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THESE are heavy days—days when tragedy kicks like a whiplash over all the land, snatching one here and another there with terrible inconsequence. Yet, heavy though they be, they have their greatness, too. It is the greatness of little things: of women cooking dinners in almost ruined homes, of newsboys crying "Football Results" along devastated streets, of farmers methodically ploughing round the edges of last night's bomb craters.

In this lies the surety of final victory, the guarantee that civilisation will survive. For if every building in the land were broken down, every machine stilled, and every financial structure destroyed, women would still light fires to cook a captured rabbit and men would still take up a spade and go out to dig. Nor would it be long before someone revived a newspaper. Business as usual is more than a slogan; it is Man's indomitable reply to the terror which seeks to reduce him to the level of a shivering animal.

In Much Cowslip, business is very much as usual, despite air attack so violent and sustained that only our complete lack of military objectives can serve as explanation. Our only previous raid experience was one solitary bomb which, apart from imprisoning some of the Council staff in our Control Centre, did no appreciable damage. Unkind villagers, in fact, were inclined to regard it as a blessing in disguise, and were disappointed when the staff eventually emerged. From then onwards there was a complete absence of air activity in our locality, and we came to regard the war as something one read of in the newspapers.

Naturally, when our siren sounded for the first time about three weeks ago, we assumed that there must be a short circuit and sent an electrician to remedy it. He returned hot-foot to the Council Office to assure us that it had been "blew a-puppus" and that everyone should take cover. At once there was an astonishing divergence of reactions. The Clerk calmly, but with commendable alacrity, disappeared downstairs. Miss Legge started to swoon, but as no one moved to catch her, she recovered her balance in both senses and disappeared after the Clerk. Blatherpatch struck a death-or-glory stance and said that, as the Government wanted essential work to go on even during a raid, he proposed to continue entering up his returns of property scheduled for demolition in 1953. I compromised by putting on my tin hat and gas-mask but continuing to read the draft minutes on which I had been occupied. Not long afterwards the "all-clear" brought a sudden relaxation of the tension, and we were able to bestow faintly superior smiles on the Clerk, Miss Legge, and others who had taken shelter with them.

Frequent repetition of these abortive siren warnings bred in us a contempt for them which resulted in everyone ignoring them. Last Wednesday, however, we received a rude awakening. The usual undulating scream had scarcely died away, and we were resuming our interrupted conversations, when we heard what we took to be the roar of an automobile engine outside. Vehicles are rare in Much Cowslip, so we moved to the window to look out. Inside two seconds we were all travelling downstairs ten abreast, with the Clerk leading by a yard. Scarcely had we reached our basement shelters when several loud explosions shook the building. We were shaking already, but stiff tots all round from the Clerk's A.R.P. first-aid kit restored some semblance of composure.

A discussion, punctuated by near and distant bursts, ensued regarding whether those members of the staff who were on A.R.P. standby duty were expected to go outside and take up duties even during a raid. The Clerk

by "JACKASS"

and those members of the staff not involved were quite sure they should, but the staff concerned—including myself—were equally definite such had never been the intention. I pointed out that my instructions required me to proceed to the Control Centre "with due regard to personal safety." The Clerk agreed, but said it had never been thought likely that members of his staff would consider their own safety before the interests of the public. However, we felt we were members of the public ourselves, as well as local government officers, so we resolved to sit tight as members of the public and report to the Control Centre as local government officers later.

About two hours after the sounding of the "all-clear" we ventured outside, to find that the nearest bomb had fallen several hundred yards from the village. Personally, I would have sworn that almost all had fallen in the street outside the shelter we were in; but the evidence of the craters was indisputable.

The Clerk at once assumed command of our activities. He instructed me to ascertain where each bomb had fallen and report back to him. Others were sent hither and thither to find out what casualties had occurred, to arrange for immediate repair of damaged property and for the housing and feeding of the homeless. Within half an hour we were all back in the Clerk's office with our reports.

Briefly, nothing had happened to anyone except that Councillor Gumble's shop window had been blown in. He was already posting notices of a "Special Sale—Air Raid Damaged Goods." In any event, the window was insured and he had long been contemplating a new shop front.

The Clerk was naturally disappointed that there were no casualties, and therefore nothing on which our first-aid and rescue personnel could function, but he realised all we could do was to hope for better luck next time. I consoled him a good deal by reporting that in addition to the normal bomb craters I had discovered several much smaller tube-like holes of undetermined depth and unknown origin. The Clerk was at once intrigued and resolved to see them himself.

Accompanied by as many of the staff as could be persuaded to leave his first-aid kit, the Clerk and I returned to the scene of my discovery. Rather to my surprise, the holes were still there—though what else I had expected is difficult to say. After all, a hole is only a hole and has small scope for variation or movement. The Clerk was frankly puzzled. More astonishing still, he expressed doubt about what exactly should be done. Finally, he called for a volunteer willing to be lowered into a specimen hole to find out what lay below.

After a pregnant silence, the Clerk instructed Blatherpatch to volunteer, and he descended with obvious reluctance. He returned hurriedly, smothered in clay, to report that something hard, smooth and rounded was several feet down. Asked how big it was, he replied, "Oh—this big," and made vague gestures with both hands.

Thoroughly annoyed, the Clerk sent him down again with a box of matches to make a closer examination. This time Blatherpatch went down slower, but came up faster, and took to his heels. We followed in a body and eventually overhauled him about a mile away, where he explained that his hard, smooth, and rounded mystery was a very large and very ugly unexploded bomb.

We covered another mile in good style before pausing to consider further action. There were two definite schools of thought—those who favoured letting sleeping bombs lie and the over-consciousness minority who insisted that the proper course was to excavate

the bombs and render them innocuous. I proposed a compromise, whereby those who, like myself, favoured a policy of caution should remain at a safe distance while the more zealous did the excavating. It was soon obvious however that those who favoured immediate action did so only in principle and were disinclined to put precept into practice.

Finally, the Clerk decided that we would leave them at rest for three days, which he understood to be the maximum period for which the explosion of these interesting contrivances could be delayed. If by that time nothing had occurred, he thought we could safely remove them.

Without hesitation, I applied for three days of my deferred annual holiday, pleading that a change of air would benefit me immensely, but the Clerk declined to release me. More in sorrow than in anger, he admonished me for even thinking of deserting my post at such an hour, reminding me that it was the proud privilege and duty of the local government officer to "stay put" under all circumstances, to minister to the community. Nobody, he assured me, regretted more than he did that an absolutely unavoidable engagement at Buttercup Magna would prevent him from sharing with us the perils of the critical three days. Grabbing his pyjamas and a toothbrush, he departed at once.

For three days we lived in a state of unpleasant anticipation, and moved about the village in short dashes from shelter to shelter. Nothing happened, and when the Clerk returned nicely bronzed from his prolonged appointment we were all demonstrating our nonchalance by walking about with obvious unconcern among the now despised craters. Everyone was curious to see the buried monsters, and we worked cheerfully to dig them out and lay them in a neat row for the Clerk's inspection. Afterwards we bore them in triumph to the Council Offices and hung them as trophies round the Council Chamber.

It was about three o'clock next morning when a shattering explosion brought everyone out of bed under the impression that the grandfather of all bombs had fallen in the neighbourhood. Eventual investigation revealed that our trophies had vanished, taking practically all the Council Offices with them. Evidently the Clerk's information about delayed action bombs had not been reliable. When I recall how he and I had been photographed seated gracefully on the largest, I can only marvel at the Providence which protects the innocent and ignorant.

After the first shock, the Clerk was inclined to take the view that everything was for the best. We had long hoped for new offices, but in our hearts had known that only a miracle could make them possible. Already his mind was filled with visions of a concrete and glass palace surrounded by pleasant gardens, including a spacious office with "The Clerk—Strictly Private" on the door and an imposing desk at the far end.

The rest of the staff are likely to benefit in another and more immediate manner. The Clerk has given me the task of re-compiling from memory the Staff Register, in which are listed details of the staff and the salaries paid to them. He has indicated that, so far as the salaries are concerned, the Council will naturally have to rely entirely on my memory as all our records are destroyed and it would be most improper to ask the members of the staff to name their own salaries. Naturally, I cannot guarantee that my recollection will be strictly accurate, but I shall follow the golden rule when estimating—to err on the high side. I look forward with particular pleasure to entering up my recollection of the salary payable to myself.

After all, it's an ill blast . . .

## Courage

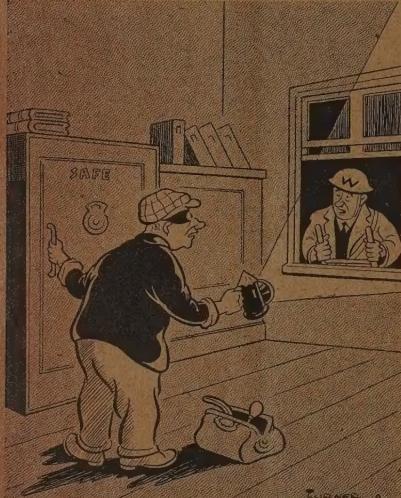
We are too apt to think of courage only as something that superbly responds to a superb occasion. It is that, and in that form it will always have its most spectacular appeal to the imagination. The hidden courage of a million humble lives is another matter.

—Howard Spring.

## Easy

The inventor of a new type of hand-grenade says: " You merely press a small projection on the casing, a detonator explodes the charge, and there you are." Or aren't, as the case may be.

" Punch."



" If you're working late on that job, mister, draw your blinds."

## Another N.C.I. Course ?

" My husband is a student of economics. His latest economic discovery is how to get other people to pay for his drinks."

## Recipe for Happy Marriage

The only hint I would offer on the subject is: Choose a good wife and stick to her. Well, no. I will go a little farther than that. Don't imagine that your first real row will be the end of everything.

It is customary, I know, for the happy pair on such occasions to let it be understood that for twenty-five years " We have never had a cross word." I am not going to be guilty of any such nonsense. We have had frightful rows. We are quite capable of having a frightful row to-morrow. But here we are !

—A. P. Herbert, M.P.

## Modern Assemblies

A " potting " of parashots ; a " whisper " of Quislings ; a " diggle " of landgirls ; a " warble " of air-raid wardens ; a " bicker " of brasshats ; a " bugle " of profiteers.

## The English Way

" Visitors wishing to be called during an air raid should leave their names with the hall-porter."

—Notice displayed in London block of flats.

## Violin-Krieg

They would not have thought much of the " screaming bomb " in the old days, when both sides in a war paid deference to music, and not merely in the way of trumpet and drum. At the siege of Leride (1647), Voltaire says, Condé was accused in certain books of a bravado in having opened the trenches to the sound of violins ; but these writers were ignorant that this was the custom in Spain."

**A little imagination goes a long way to help us in these difficult days. The thing to do is to try and stand away from yourself for a moment, just before you are beginning to boil over. And then you calm down. You may even laugh. A little imagination, a touch of humour, a slight change in the point of view, they help wonderfully.—J. B. Priestley.**

## Instinctive Reaction

A friend of mine told me that during recent air raid by day, the inhabitants of country town went into their doorways watched the dog-fight going on overhead, and turned their coat collars up.

I also heard of a very old lady who refused to go down to her air raid shelter, but instead gets into an empty bath and puts a saucera on her head.

## For Sanitary Inspectors

*They complained of the drains.*

(From a news item.)

Ship me somewhere east of sewage.  
(Kipling.)

## AT RANDOM By "Hyperion"

## Two Limericks

*There was a young lady of Spain  
Who was dreadfully sick in the train,  
And again and again and again,  
And again and again and again.*

*There was a young bard of Japan  
Who wrote verses that no one could scan.  
When told that 'twas so  
He replied: " Yes, I know,  
But I always try to get as many words into the last line as I possibly can."*

## Red Warning

" Well, that's very soon done, " said the old lady as the warden fitted the green-coloured extension to her gas-mask. " Now does it change to red when there's gas about ? "

\* \* \*

## The Bulldog Breed

The Vicar of Witcham, Ely (the Rev. R. H. Gibbon), is ready for parachutists. " Before bedtime, " he writes in his parish magazine, " I bring in a four-pronged garden fork and park it in the hall. Its presence there is vastly encouraging."



" His wife thinks it's more romantic "

## Tall Story

On Wednesday last I had my summer holiday. A tube and bus took me to my destination, a delightful town in which I noticed an extraordinary number of people walking about on stilts. When I asked the explanation of this, I was told that the walkers were peace-time jockeys.

" What's the idea of stilts ? " I asked, and was informed :

" Camouflage ! If German raiders saw so many tiny men walking about, they would know they were over a racing centre ! "

—James Agate in the " Daily Express. "

## " Local " Gossip

" Does your wife talk much ? "

" I'll say she does ! Do you know, while we were on our holiday last summer, her tongue got sunburnt ! "



## First Aid

*How would you remove an overcoat button from a lady's ear ?*

Nurse Rackstraw writes : You should hold the lady in the air sideways, so that the ear in question is undermost. Then shake her, and tap the side of her head, above the ear, with a small silver concussor. If the button does not fall out, it must be gouged out with a mombometer steeped in oxidic acid and acetylene powder. For subsequent nervous shock the treatment is the same as in lumbar otitis, except that hot compresses are substituted for ligature, or vice versa. (See Kimber and Slodgeleigh's " Homeopathic Gossip. ")

" Beachcomber " in the " Daily Express. "

\* \* \*

## Testimony

Medical Officer : " Do you think it is healthy to have a pig living in your kitchen ? "

Farmer : " Well he's never had a day's illness since he came into the house. "

\* \* \*

## Tongue Twisters

Try to say any one of these lines perfectly three times in succession.

1. I sniff shop snuff ; you sniff shop snuff.
2. A bloke's back brake block broke.
3. The short sort shoot straight through.
4. Chop shops stock chops.
5. Six Scotchmen picked up six thick thistle sticks.

6. Soldiers' shoulders shudder when shrill shells shriek.

\* \* \*

## To-Day's Great Thought

The history of the world is the story of how different people have made the same mistake, and " Progress " is the occasional departure from this order when someone has sufficient genius to think of a new sort of mistake to make.

# NALGO'S ROLL OF HONOUR

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WE regret to record the following names of members of NALGO reported killed, wounded, or missing while on active service:

## KILLED

Bailey, Sgt.-Obs. R. D. F., R.A.F., 26, county surveyor's dept., Warwick C.C. Killed in flying accident in England.

Birch, Norman, R.E., borough engineer's dept., Southend-on-Sea. Killed in motor lorry accident.

Britton, Sgt. S., R.A.F., public assistance dept., Birmingham. Killed in flying accident.

Chipchase, Cpl. J., R.A.S.C., 34, finance dept., Orpington. Wounded and drowned during withdrawal from Bordeaux.

Frost, Able Seaman S. H., 25, borough engineer's dept., Hastings. Killed in action.

Jones, Gnr. R. D., R.A., 23, treasurer's dept., Brighton. Killed in action in Belgium.

Marsh, E., 28, borough engineer's dept., Woolwich. Died of wounds and buried at sea.

Piggott, Sergt. W., R.A.F., 21, rates dept., Fulham. Killed in flying accident.

Scales, Gnr. R. E., Sussex Yeomanry, county surveyor's dept., East Sussex C.C. Killed in action.

Tomlinson, John, R.N.V.R., public assistance dept., Cheshire C.C. Killed by bomb on dockside landing stage in England, on his way home from ship.

## MISSING

Beale, Sgt.-Pilot F. A., technical assistant, county surveyor's dept., Northampton.

Brookes, Pte. S. G., R.A.S.C., education dept., Nottingham.

Bull, Sapper H. C., R.E., county surveyor's dept., East Sussex C.C. Wounded and missing.

Burrington, Gnr. J. E. G., A.A., county library, Devon C.C. Missing since withdrawal from Dunkirk.

Deavall, Sapper W. C., R.E., education dept., Nottingham.

Glasgow, C. I., library assistant, Woolwich. Missing (understood to be prisoner of war).

Goad, A., public health dept., Woolwich.

Gray, 2nd Lt. W. A. J., R.E., engineer's dept., South Shields. Missing since withdrawal from Dunkirk.

## A.R.P. ROLL OF HONOUR

Now that civil defence workers stand in the front line, it is appropriate that LOCAL GOVERNMENT SERVICE should publish a Roll of Honour of NALGO members killed or injured in the performance of duties no less hazardous, and calling for no less heroism, than those of the sailor, soldier, or airman. Will branch secretaries please supply Headquarters at Croyde Bay with the names of any of their members who become casualties while on duty, together with details of position occupied and circumstances of the casualty?

Holmes, Sapper A. R., R.E., sanitary inspector's dept., West Kesteven R.D.C. (Believed prisoner of war.)

Potter, Gnr. R., R.A., education dept., Lancs. C.C.

## WOUNDED

Jones, Pte. W. H., R.A.O.C., 21, county surveyor's dept., Worcester C.C.

Killick, Sgt. P., R.A.F., town clerk's office, Brighton.

Sincock, Ord. Signaller Robert S., R.N. Wounded whilst on convoy work.

## PRISONERS OF WAR

Balaam, Lce.-Bdr. J. C., R.A., 20, borough treasurer's dept., Bury St. Edmunds.

Biggs, Sapper R. C., R.E., county surveyor's dept., East Sussex C.C.

Davis, Sapper L. J., R.E., local taxation dept., East Sussex C.C.

Dorling, Sapper R. E. C., R.E., county surveyor's dept., East Sussex C.C.

Durston, Gunner D., R.A., clerk to mayor's secretary, Brighton.

Godfrey, C.Q.M.S. F., East Surrey Regt., library assistant, Hammersmith.

Gillis, Pte. R. E., Royal Sussex Regt., borough treasurer's dept., Hastings.

Hayes, Bdr. J. E., R.A., health dept., Flint C.C.

Hughes, Lce.-Bdr. S. J., Sussex Yeomanry, county architect's dept., East Sussex C.C.

Jarmann, Pte. P. J., Royal Sussex Regt., borough treasurer's dept., Brighton.

Jenkins, Sapper F. J., R.E., borough electrical engineer's dept., Hastings.

Jordan, L. P., town clerk's dept., Wandsworth.

MacPherson, Driver D., R.E., public assistance dept., Newcastle-upon-Tyne.

Mason, H. P., borough engineer's dept., Wandsworth.

Mills, Pte. A. L., Gloucestershire Regt., county treasurer's dept., Cheshire C.C.

Nurse, F., housing estate office, Woolwich.

\*Pelling, Gnr. M. E., Sussex Yeomanry, town clerk's office, Brighton.

\*Pitt, Lee.-Bdr. E. W., Searchlight Battery R.A., town clerk's dept., Hereford.

Roe, Sapper J., R.E., county surveyor's dept., Cheshire C.C.

Sadler, Gnr. F. C., Sussex Yeomanry, gas meter testing dept., Brighton.

Shankley, Capt. J., surveyor, Aberdeen.

Stokes, Pte. K., Black Watch, town clerk's dept., Newcastle-upon-Tyne.

Symon, 2nd Lt. C., Aberdeen.

\* Formerly reported Missing.

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# LOCAL GOVERNMENT



Every section of the Local Government Service has answered the challenge of the raiders—rescuing the injured, caring for the homeless, fighting fires, repairing damage, and maintaining vital services.



# MENT, 1940



Women and children—even mothers and their new-born babies—are among the victims. But before the smoke has cleared away, civil defence workers are there, helping, feeding, comforting.



# SHOULD NALGO JOIN THE T.U.C.?

## Would Strengthen Association

THE following resolution has been signed by 46 members of the Sutton and Cheam branch. We should be obliged if you would publish it, as a guide to others on the feeling of members in this matter:

That we, the undermentioned members of the Sutton and Cheam branch of NALGO do support the campaign as indicated in LOCAL GOVERNMENT SERVICE that NALGO should immediately affiliate with the Trades Union Congress, we being of the opinion that such a step would do much to strengthen the hand of NALGO in its efforts to secure better conditions, cost of living bonuses, etc., that are so urgently wanted. Moreover, such a move would go a long way to rehabilitate democracy within NALGO, the lack of which is the most serious obstacle to our advancement.

A copy has been sent to the National Executive for their interest and attention.

## 46 MEMBERS OF SUTTON & CHEAM BRANCH.

*Space will not allow publication of the names of the signatories.*

## Benefits of Affiliation

PERHAPS a certain section of NALGO think that to become affiliated with the T.U.C. would impair their prestige. I, for one, don't think so, and hundreds more of the rank and file don't think so either. Anyone of average intelligence can see the benefits to be derived from such affiliation. The result would strengthen our cause, we should automatically enlist the support of Labour councils and councillors who are themselves ardent trade unionists and fighters for the bottom dog. Our fight for better salaries and service conditions would be greatly implemented by their support. The bigger backing we have, the better chance we shall have of success.

Isn't this what NALGO stands for?

Let us canvass all the support we can throughout our local branches towards accomplishing affiliation. Have the matter broached at your local executive meetings, and press your executive committee men to support it. Instruct your delegates to regional conferences to support it. Then, and only then, will the N.E.C. give it the serious consideration it deserves.

Accrington. ADVOCATER.

## Strength in Unity

The rank and file of NALGO will agree with "A Yorkshire Tyke" that it is time their Association awoke.

Events since the Aberdeen Conference, and the President's pronouncement on this question which followed, have completely changed the outlook of the officer and his attitude towards the Association's affiliation to the T.U.C.

Recent history has shown the disastrous effects of neutrality-cum-isolation, and, if further conviction were necessary, the decisions in relation to the making-up of military pay and cost of living awards by different local authorities clearly indicate the futility of the "cap-in-hand" method of approaching these vital bread-and-butter issues.

It is common knowledge that the "lights" of the N.E.C. confer and have, as it were, a working agreement with their counterparts at Transport House. Why, then, not come out in the open and publicly embrace the union of trades unions, taking our appropriate place in the vanguard of progress?

We boast of being an intelligent and democratic organisation. Surely these sterling qualities should be permanently linked to the T.U.C. The red-herring that we serve the authority and no particular party has, we hope, been swept from the path of democracy as yet dimly seen by the

N.E.C., who must have been rudely awakened to a consciousness that things are not what they seem to be.

The ordered progress of human society has been to a considerable extent the result of the influence of trade unionism consolidated in what is known as the T.U.C. The time has long since arrived when NALGO should assume real leadership and marshal the

## READERS' FORUM

**May we again remind contributors that anonymous letters cannot be published? Pseudonyms may be used, but the name and address of the writer must also be sent as a guarantee of good faith.**

future destiny of the civilised peoples whom we serve. The political bogey against affiliation has been worn out—trade unionism reflects not a political outlook, but, clearly, the welfare of its members as a whole, and each step forward is a contribution to democratic civilisation.

We rightly black-list local authorities for their actions—but perhaps the N.E.C. are not aware that NALGO is black-listed by many trade unionists.

Now then, Nalgoites, awaken the N.E.C. to its responsibility of leadership. The fruits of passive resistance and inertia are bitter. Let us, then, enjoy the rich, invigorating, and wholesome fruit of "strength in unity" and courage to assume leadership to the goal of an organised state of society wherein a labourer is worthy of his hire and not kept in poverty for his "respectability."

Bridgend, Glam. C. BAKER.

## "A Retrograde Step"

I OPPOSE the suggestion that NALGO should affiliate with the T.U.C.

Will those members who advocate it tell us what we should gain by joining the T.U.C.?

Some suggest that it would settle our fight for war bonuses and secure adequate salaries for all. How? There are today about 1,500 local authorities. Each has a large measure of autonomy, and each (with few exceptions) can decide the salaries it will pay its staff, and their conditions of service generally. The Government (again with few exceptions) has no powers of compulsion. How, in these circumstances, would joining the T.U.C. help us to obtain better salaries, war bonus, and so on?

The war bonus question has been dealt with by the National Whitley Council at the instigation of NALGO. We were the first body representing black-coated workers to obtain a bonus for its members. In doing that we had to fight the influence of the Government, which at that time was utterly opposed to any bonus and had turned down the civil servants. The banks and insurance companies were refusing to concede such awards to their staffs. In the teeth of this opposition, NALGO "blazed the trail" and has thus provided the means whereby many thousands of local government officers are receiving some amelioration towards meeting increased price levels.

The fact that some officers are still not receiving any bonus is no answer to our problem. How would affiliation to the T.U.C. help us? Do your correspondents imagine that members of the T.U.C. would go stumping round the country advocating war bonuses for local government officers?

The fact that we have to negotiate with each local authority separately is inescapable, arising from the structure of local government. We may deplore it, but we must face it. Is it suggested that our joining the T.U.C. would enable us to bring sufficient pressure upon the

Government to pass an Act of Parliament to make local authorities grant war bonuses? The idea is fantastic.

The refusal to pay war bonuses does not lie only with Tory and Liberal councils. Many Labour councils are delinquents in this respect, and we need not go outside the London area to find some of them. It is the same with making up war service pay. LOCAL GOVERNMENT SERVICE has, for some months, published a "black list" of authorities which have refused to do anything for their staffs in the Forces. For some time there has been only one county council on the list—Glamorgan (Labour). Glamorgan has now come into line. Why? Because of the unceasing and magnificent propaganda conducted by the Glamorgan branch of NALGO.

It seems to me that your correspondents are expecting the Association to work miracles. As an old member of NALGO, I say without hesitation that the Association has done more for its members, and provides them with better service, than any other organization in existence. Up to now we have relied upon ourselves. If we have not succeeded the first time we have tried again, and still again. There is no such thing as acknowledging defeat. We are strong enough to win our own battles.

The maximum progress has been made towards the establishment of Whitley Councils. The wonderful progress which was being made in the salaries campaign up to the outbreak of war was the result of determination, fixity of purpose, and unity of aim. We shall always have people crying out for something fresh, and I heartily welcome any contribution which is going to make for progress. But the suggestion to join the T.U.C. is, in my view, a retrograde step. There is nothing that the T.U.C. can do for us that we cannot do better for ourselves. The fact that there are a number of "bad" councils proves nothing. There will still be "bad" councils if we join the T.U.C., and we should still have to deal with them in the same way as we do now.

There is no national solution to this problem. NALGO itself was rapidly finding a solution and, had the war not intervened, would, in a few years, have transformed the local government Service. At the end of the war it will again disentangle the threads and carry on without any help from outside sources—help which might be more embarrassing than useful.

OLD MEMBER.

## STAFF CANTEENS

A Suggestion to Branches

A CANTEEN has been opened in the basement of our town hall, for the use of A.R.P. workers and members of the staff engaged upon special or late duties.

There are, in my opinion, great possibilities in the idea, which should interest members. Most big business undertakings have had canteens for many years, and it would be a good plan for local associations to see if they can be adopted in town halls. The profits would benefit the councils, or NALGO. All officers do not live locally, and to secure a light meal at a reasonable cost would be of great benefit. Much time would also be saved. Running expenses would be small, since the canteens could be closed at non-busy periods. Members of the staff scattered in other parts of boroughs should be eligible to use them.

## TEA AND SUGAR

(A number of branches are already successfully running staff canteens, and no doubt the secretaries would gladly give information to other branches seeking it. We also recommend "Canteens in Industry," a shilling booklet published by The Industrial Welfare Society, 14, Hobart Place, London, S.W.1, which contains all the information canteen organisers need.)

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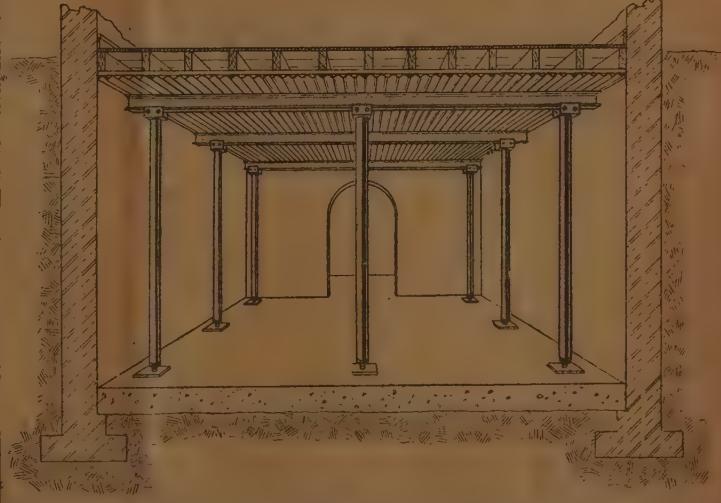


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# 'TWAS A FAMOUS VICTORY

How a branch's pertinacity and refusal to accept defeat induced a great county council, after a year of rejection, to make up war service pay in full, is here described by W.G. DAVID, in an account which should encourage every branch faced with a similar problem.

ON September 19, Glamorgan county council decided to make up the pay and allowances of its employees in H.M. Forces to the level of their civil pay, and thus to fall into line with every other county council in England and Wales.

True to tradition, the council, having decided to take action, has been as generous as the law allows. No deductions of any kind will be made from the amount that can be paid, and the payment will be retrospective to the day each man was called up. Increments will be paid as they fall due. Only the cost-of-living bonus now received by other members of the staff will not be given to the serving officers.

Some months before the outbreak of war, the local branch of NALGO applied for the making up of pay, and for other safeguards for officers embodied or conscripted in the event of war. The council agreed that service in the Forces or in civil defence should count for increments and promotion; that conscientious objectors serving in civil defence should receive the same treatment as those conscripted for military service; and that efforts should be made to obtain postponement of conscription for officers studying for professional examinations.

To the amazement and disappointment of the branch, however, the most urgent and important part of the application—the making up of pay—was refused.

In December, a second application was likewise refused. At the same meeting, however, the council decided to pay roadmen engaged on full time A.R.P. service their ordinary rates of pay, if A.R.P. rates meant a loss of wages. This was done under the powers granted in the Local Government Staffs (War Service) Act, and, while we were rather taken aback by it, we fully agreed with the decision. Also in December, the standing joint committee decided to make up the pay, in part, of its employees. Most of the men affected were police officers in the Army Reserve, but the decision included one clerical officer, a police architect employed at County Hall.

The branch officials were at a loss to understand these apparent contradictions, and were for a time depressed and dispirited. Indeed, at one period, the situation seemed beyond hope.

Soon, however, this mood of helplessness passed, and we resolved to fight to success or drop in the attempt. Our next opportunity came in March this year, when we tried to persuade the council to reverse its decision at the June meeting. But once again our hopes crashed. Similar efforts made by the co-ordinating committee set up by the South Wales district committee to deal with this question, and representing the unions of all the county council employees, also failed.

In desperation, the branch officials decided on a bold and possibly dangerous course—a course that we knew was unwelcome to our colleagues on the co-ordinating committee. We decided to go forward without their aid. We felt much as the Prime Minister must have felt after the defection of King Leopold of the Belgians and the collapse of France. We were grateful for all they had done. We did not seek to criticise or belittle their efforts. But we did feel that we could do no worse alone.

One piece of negotiating machinery had never been tried—our joint advisory committee: why, nobody seemed to know. The question could not be considered by the county council again until September, and we

determined to use all our energy and persuasion to have the question placed on the agenda of the joint committee before that time.

We managed it, and on August 28 the staff side met the council side for a discussion.

## BLACKLISTED

The following local authorities have ignored the appeal made by the Minister of Health for a "fair and reasonable" interpretation of the "gentlemen's agreement" for the making-up of war service pay. They feel under no obligation to employees fighting for the civilization for which they stand, and they are paying those employees nothing.

## ENGLAND AND WALES COUNTY BOROUGHS

Bolton	Burnley	Merthyr Tydfil
--------	---------	----------------

### BOROUGHS

Accrington	Darwen	Pudsey
Bridlington	Haslingden	Rawtenstall
Brighouse	Jarrow	Stamford
Cleethorpes	Nelson	Tewkesbury
Colne	New Romney	Todmorden
Congleton	Ossett	Wrexham
	Port Talbot	

### URBAN DISTRICTS

Abercarn	Haydock	Poulton-le-Fylde
Aberdare	Hebden Royd	Prestatyn
Abertillery	Ince-in-	Ripponden
Ashton-in-	Makerfield	Royton
	Kempston	Seaham
Atherton	Leighton	Skegness
Barnoldswick	Buzzard	Skipton
Barrowford	Littleborough	Spennymoor
Bedworth	Little Lever	Staines
Bingley	Llandudno	Stroud
Blairgowrie	Llanfairfechan	Swadlincote
Casparthill	Malthy	Walton-le-Dale
Carlton	Milnrow	Wardle
Castleford	Mountain Ash	Washington
Cirencester	Normanton	Westhoughton
Clayton-le-	Oswaldtwistle	Whitby
Moors	Padstow	Whitworth
Ebbw Vale	Penrith	Wombwell
Featherstone	Pontypridd	Worsley
Gt. Harwood	Portland	

### RURAL DISTRICTS

Burnley	Droitwich	Okehampton
Carmarthen	Evesham	Oswestry
Cheadle	Garstang	Pontardawe
Cirencester	Haverfordwest	Shipston-on-
Clown	Hitchin	Stour
Congleton	Horsham	Wadebridge
Cowbridge	Ledbury	Wakefield
	Llanelli	

## SCOTLAND

Fife C.C.	Dunfermline B.	Leven B.
Buckhaven and	Forfar B.	Port Glasgow B.
Methil B.	Kirkintilloch B.	Wick B.
	Lochgelly B.	

Officers seeking new appointments will, no doubt, keep these authorities in mind.

That meeting resulted in the generous decision recorded above.

This successful outcome is a signal victory for the local branch, and a reward for the persistence of its officials and the members of its emergency committee.

We felt at the start, and we feel now, that something more vital even than the men's pay was at stake.

Most of the members of Glamorgan county council are either trades union leaders to-day or have recently retired after a lifetime of trade union activity. If we in NALGO, were to be thwarted by our brother democrats, as it were, where stood Glamorgan NALGO in future? Indeed, where stood NALGO in South Wales? We like to think that, as the Glamorgan county council counts for something in local government, we count for something in NALGO. If we went down, we felt, NALGO went down. That is why, having gained our point by NALGO methods, we think we are entitled to call it a victory—for NALGO.

## War Pay Position

AT the time of going to press, 1113 local authorities had reached decisions on the making up of war service pay. The position then was:

### ENGLAND AND WALES

	Full	Qual.	No	No
	Pay	Pay	Pay	Dec.
County Councils	26	35		
County Boroughs	33	47	3	
Met. Boroughs	27	2		
Boroughs	116	107	19	
Urban Districts	142	139	54	2
Rural Districts	106	125	21	2
Others	17	IV		

### SCOTLAND

	4	25	1
County Councils	4	25	1
Burghs	6	38	8
Others	1	1	

Total	478	529	106
Percentage of total decisions	42.9	47.6	9.5

## Salaries and Service Conditions

CONTINUED progress in NALGO campaign for better salaries and service conditions is recorded in the following report from the districts:

### NORTH-WESTERN AND N. WALES

Blackpool B.C. has adopted, from August 1940, the following recommendations of the Lancashire & Cheshire provincial council:

### JUNIORS (MALE AND FEMALE)

Present Scale.	Salary	New Scale.	Bonus.	Total
Age	£ s. d.	£ s. d.	£ s. d.	£ s. d.
15	14 0	15 0	11	15
16	15 0	18 0	14	19
17	18 0	1 2 0	1 7	1 11
18	1 2 0	1 6 0	1 10	1 11
19	1 6 0	1 10 0	1 10	1 11
20	1 10 0	1 15 0	2 1	2 17

### GRADE B. (FEMALES)

21	1 15 0	2 0 0	2 5	2 2
22	2 0 0	2 5 0	2 8	2 13
23	2 5 0	2 10 0	3 0	2 18
24	2 10 0	2 15 0	3 4	2 18
25	2 15 0	2 15 0	3 4	2 18
26	2 15 0	2 15 0	3 4	2 18

These revised scales are to be applied as a temporary measure for the duration of the War or for such short or longer period as may be considered necessary. Grade A scale (females) is abolished.

Heywood B.C., at its August meeting, decided by votes to eight to re-join the Lancashire & Cheshire provincial council.

Dukinfield—Following an application for a revision grading by the Lancashire & Cheshire provincial council re-classification has taken place in all departments.

Atherton—An application on behalf of the committee for increase of remuneration has been met with allowance of £15 p.a.

Bacup B.C. has adopted, with minor amendments, revised establishment and grading scheme submitted by Lancashire & Cheshire provincial council.

Leigh (Lancs.) B.C. has adopted the Lancashire & Cheshire provincial council recommendations re grade and has accepted a request by NALGO for a reduction in the hours of a baths assistant.

Walsall-le-Dale U.D.C. has adopted, with slight amendments, the grading scheme submitted by Lancashire & Cheshire provincial council.

Wrexham B. has granted a request for acceleration of increment in respect of a junior clerk.

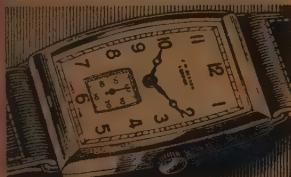
### MIDLANDS & SOUTH WALES

The Grantham borough and Boston rural districts have joined the East Midlands provincial council and the Halesowen borough, Bedworth urban, and Droitwich rural district councils have become members of the West Midlands provincial council.

### Nalge Motoring Association to the Rescue!

A SCOTTISH member is threatened with summons for an alleged speeding offence in a built-up area, notwithstanding that a 30 mile limit sign was apparently missing (another air-raid casualty?). The Nalge Motoring Association is at once taking up the case and arranging for the R.A.C. to defend if necessary.

# YOU'LL FIND YOU'RE ALWAYS SAYING 'THANKS TO BENSON ACCURACY'



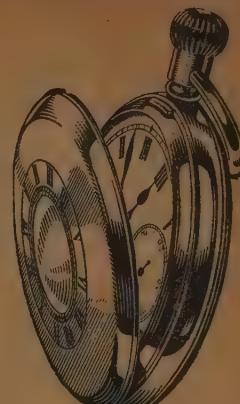
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# 234 YOUR QUESTIONS ANSWERED

WITH this number, LOCAL GOVERNMENT SERVICE inaugurates a new feature—the answering of the many questions upon legal, service conditions, insurance and other problems submitted by readers. If you have a problem which N A L G O can solve, send it to Headquarters. You will receive a personal answer and, in addition, the most interesting problems submitted will be published here.

## Recruiting the "Temporary"

Should my branch endeavour to enrol as members the many temporary staff who have been engaged to replace those on active service?

Certainly. While this question was formerly left to the discretion of branches, the emergency committee of the N.E.C. has now resolved that it is in N A L G O's interests for all branches to enrol as many temporary officers as possible. It is, of course, expected that temporary membership will be confined to those in positions of which the permanent holders would be eligible for membership. If you need any help with your recruiting campaign, get into touch with your divisional secretary.

## War Service Pay

Can a local authority continue to make payments under section 1 of the Local Government Staffs (War Service) Act, 1939, in respect of (a) employees killed on war service, (b) employees posted as missing while on war service, (c) prisoners of war?

(a) and (b). The Authority has power to continue payments for a period not exceeding 26 weeks (see section 1(3) Local Government Staffs (War Service) Act).

(c) A prisoner of war is regarded as being in the service of H.M. Forces, and if he is a bona fide prisoner—i.e., has not given himself up—his army pay and allowances continue. That being so, it seems that the authority have power to continue making payments of salary while he remains a prisoner.

## Cost of Living Bonus

Are superannuation contributions payable on a cost of living bonus?

Yes. "Remuneration" as defined in section 40(1) of the Local Government Superannuation Act, 1937, includes "all salary, wages, fees, poundage, and other payments paid or made to an employee as such for his own use." A cost of living bonus comes under the heading of "other payments."

## Re-employment by Same Authority

An employee retired on pension at 65, and now my council wants to re-employ him in his old position for the duration of the war. He was a designated officer and a contributory employee. Does Section 31 of the Local Government Superannuation Act, 1937, prevent re-employment with the same local authority in the same capacity?

No; the section refers to employment by any local authority and therefore it seems not to prevent employment by the same authority. In any case, as the officer was, apparently, a designated employee and a contributory employee without any disqualifying break of service, the section does not apply to him.

## Unemployment Insurance Act, 1940

My employing authority tells me that as I am a non-manual worker receiving a salary between £250 and £420 a year, I must pay unemployment insurance contributions from September 2, 1940. Is this in order?

Yes; the Unemployment Insurance Act, 1940, raised the salary limit in respect of unemployment insurance from £250 to £420 as from September 2, and, as a result, any person earning up to £420 a year not covered by a certificate of exception, must pay unemployment insurance contributions.

If your authority has a certificate of exception, and you are not covered by it, you should ask it to apply immediately to the Minister of Labour and National Service for you to be included in the certificate. The Minister has power to identify persons under existing certificates, but he can exercise that power only up to November 1, 1940, and even then only in respect of persons in the £250-£420 class who, on September 6, 1939, had completed 3 years' continuous service in superannuable employment.



"Go easy with that wailing, old man—I thought it was the siren."

## War Damage—Motor Cars

My car was badly damaged by the collapse of a boundary wall and lean-to garage provided by my council for the use of its officers, due to a bomb falling on some houses near.

(1) Is the council liable to make good the damage?

(2) If not, can I make a claim from the Government under the War Damage Scheme?

(3) As a car is essential for carrying out my duties, can I claim for the hire of a car during the time my car is out of action, also the cost of removal and garage of the damaged car pending settlement of my claim?

(1) No.

(2) Yes. You should get the necessary claim form from your Council.

(3) I think not, as compensation seems to be based on the market value of the car at the date of the damage, or the cost of reasonable repair at that date, whichever is the less.

## Superannuation—Ill Health

I have been unable to carry out my official duties for the past two months on account of a nervous breakdown. I am advised that it is doubtful whether I shall be able again to stand the worries and strain of office. Can I resign and claim a superannuation allowance?

Section 8(1)(a) of the Local Government Superannuation Act, 1937, provides that a contributory employee who has completed ten years' service and is incapable of discharging efficiently the duties of his employment by reason of permanent ill-health or infirmity of mind or body shall, on ceasing to be employed, be entitled to receive an annual superannuation allowance. The ill-health or infirmity of mind or body must be permanent, and unless your medical adviser can certify accordingly you will not be entitled to a superannuation allowance on tendering your resignation.

## War Risks Insurance

Can I insure my house and its contents against damage caused by air raids?

At present, no. But the Government announced on September 7, that the question was being considered, and it was hoped to produce a scheme similar to that for traders' stock. As soon as details are available, branch secretaries and local correspondents

will be notified. There are various mutual indemnity schemes, but these provide only for the pooling of premiums. Claims will not be met until three or six months after hostilities cease. The moneys in the pool will then be divided in proportion amongst the claimants.

## Increase in Insurance Values

Why should I increase the sum insured on building of my dwelling, or on its contents?

The sum insured on any physical object should be the sum it would cost to replace the object should it be totally destroyed by a fire.

Prices have already increased considerably, and, when the new Purchase Tax comes into operation, will increase still further.

A house insured for £750 before the war should be insured for at least £1,000 now.

## Suspension of Compensation

My appointment was terminated as a result of the operation of a county review order which the compensation provisions of the Local Government Act, 1933, were incorporated. I was awarded compensation at the rate of 12/60ths of £300, i.e., £60 a year. I have been offered an appointment by another local authority at a salary of £250, and I am told that while I receive that salary, my compensation allowance will be 12/60ths of £50. Is this correct?

No; you will be entitled to receive a compensation allowance of £50 a year for so long as your salary remains at £250. Paragraph 19 of the Fourth Schedule to the Act of 1933 provides that you cannot receive a greater amount of compensation than would make the amount by which the salary you are not receiving falls short of the emoluments of the office in respect of which compensation was awarded; and your present salary is £50 less than those emoluments.

## H.Q. CALLING

### Building Society Interest Cut.

THE Nalgo Building Society has recently been notified by the Inland Revenue Authorities that, in addition to the rise in taxation to 8s. 6d. in the £1, the specific arrangements for the taxation of building societies, under which a composite rate is payable have been altered. As a result, the society's liability to tax in 1940 has been increased £14,000, and the Committee of Management has been compelled to reduce the rate of interest on shares to 3 per cent and on deposits to 2½ per cent from October 1, 1940. The society will continue to pay income tax on interest paid or credited to investors.

### War Damage to Properties.

SOME members are having their properties damaged by enemy action. They should immediately notify the Building Society and obtain from their local authority a copy of Form V.O.W. 1, which should be completed and sent to the society. Instructions will then be given of further action to be taken.

### N.C.I. Carries On.

DESPITE the heavy burdens put upon local government officers to-day, new enrolments are being received for expert tuition examinations to be held in 1941. Write now for a free copy of the new wartime prospectus of the N.C.I. and a list of the examinations suggested as appropriate to the various local government departments.

### Subscriptions.

THE end of this month brings the close of the financial year and branch honorary treasurers will be completing their annual returns of subscriptions to Headquarters. If you have not already done so, will you please pay your subscriptions at once, so that a complete return from your branch may be sent to Headquarters without delay.

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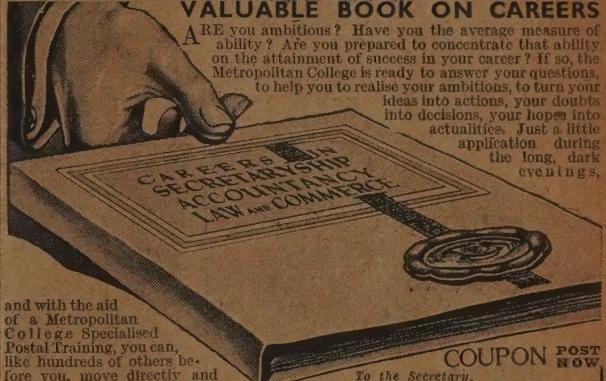


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Cross out Guide not required.

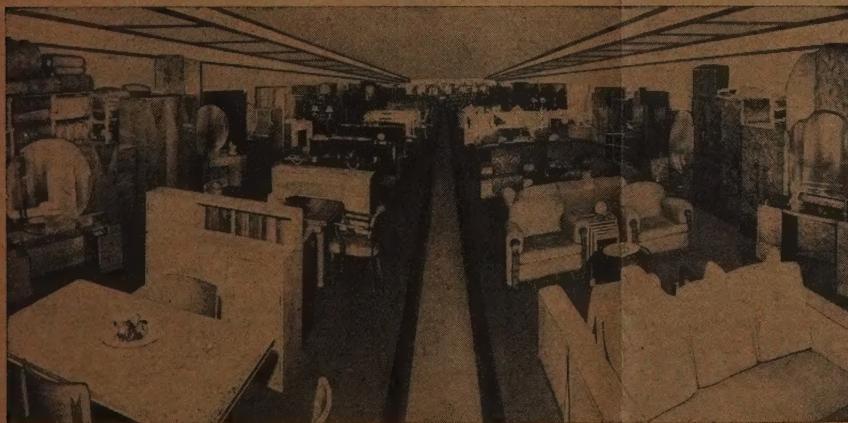
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# 706 COUNCILS NOW PAYING BONUS

UP to the date of going to press, 706 local authorities had adopted cost-of-living bonus schemes for their official staffs. Of these, 259 had adopted the National Whitley Council scale in full, 69 had adopted that scale with modifications, and 378 had adopted other scales. Detailed figures are:

## ENGLAND AND WALES—

	N.W.C. Scale in Full	N.W.C. Modified Scale	Other Scales	Total
C.C.	1	6	21	28
C.B.	18	10	36	64
Met. B.	—	12	5	17
B.	60	12	83	155
U.D.	107	9	116	232
R.D.	57	17	47	121
Other Auths.	16	3	28	47

## SCOTLAND—

C.C.	—	—	10	10
Burghs	—	—	32	32

This month's list, which is additional to those published in previous issues, is:

## ENGLAND AND WALES WHITLEY COUNCIL SCALE

Bonus of 6 per cent on first £300 of salary and 6 per cent on salary in excess of £300, or of £200, whichever is the less.

### BOROUGHS

Abergavenny      Maidenhead  
Edmonton      Warwick

### URBAN DISTRICTS

Aldridge      Feltham  
Ashby-de-la-Zouche      Ruislip-Northwood  
Camborne      Corby  
Redruth      Denholme

### RURAL DISTRICTS

Downham      Shaftesbury  
Market Harborough      Wells  
\*Permanent Officers only.

## WHITLEY SCALE MODIFIED

### COUNTY COUNCILS

Hereford—6 per cent for Married Men earning up to £250, and 3 per cent for Single Men and Women and Married Women earning up to £150, provided salary and bonus do not exceed £250 or £150, respectively. From August 1, 1940.

### BOROUGHS

Newcastle-under-Lyme—Whitley scale on salaries up to £500, but salary and bonus not to exceed £500.

Tamworth—4 per cent on first £300, and 2 per cent on balance in excess of £300.

### URBAN DISTRICTS

Ely—Whitley scale on salaries up to £500, with minimum bonus of £6 p.a.

### RURAL DISTRICTS

Ely—Whitley scale on salaries up to £500, with minimum bonus of £6 p.a.

Rochford—5s. p.w. for officers earning up to £4 p.w.; Whitley scale for remainder.

Sodbury—6 per cent on salaries up to £300.

Stone—5 per cent on salaries up to £250; 3 per cent on salaries over £250.

Taunton—6 per cent on salaries up to £300.

Warwick—Whitley scale on salaries up to £500; men in H.M. Forces included.

Wellington (Som.)—6 per cent on salaries up to £300, with special consideration for higher salaries.

## LONDON DISTRICT COUNCIL SCALE

6 per cent on salary, or on £300, whichever is the less.

### METROPOLITAN BOROUGHS

Bethnal Green      Hammersmith      Shoreditch  
\*Finsbury      Hampstead      Southwark  
Fulham      Poplar      Woolwich

\*H.M. Forces and temporary staff included, except temporary A.R.P. personnel.

## NORTH EASTERN W.C. SCALE

Employees of 18 and over, 2s. p.w., under 18, 1s. p.w. in respect of each complete six points rise in index in the official cost of living index figure from a basic figure of 155. Adjustments to be made at intervals of 3 months from July 1, 1940.

Jarrow      Tyne Port Health Authority

### OTHER SCALES

#### COUNTY COUNCILS

Staffordshire—5s. p.w. on salaries between £45 and £150; 7s. p.w. between £160 and £220; 8s. p.w. between £220 and £300, provided salary, emoluments and bonus do not exceed £300. For institutional employees, other than those paid trade union rates and senior poor law officers, 5s. p.w. if non-resident, and 2s. 6d. p.w. if resident.

West Suffolk—6 per cent on salaries up to £200 p.a., with minimum bonus of £10; 3 per cent on excess, up to maximum of £350 p.a. for married men, and certain single men with domestic responsibilities.

## METROPOLITAN BOROUGHS

Chelsea—6 per cent on salaries up to £240; £5 for officers earning £255.

Kensington—Civil service scale, i.e. 1s. 6d. p.w. under 18; 2s. 6d. between 18 and 21; officers over 21: 3s. p.w. on salaries up to 40s. p.w.; 4s. p.w. on salaries between 40s. and 50s.; 5s. p.w. on salaries between 50s. and 95s.; nothing over 95s.

St. Pancras—Civil service award. (See Kensington).

Stoke Newington—Civil service award.

Westminster—Civil service award.

### COUNTY BOROUGHS

East Ham—6 per cent on salaries up to £300.

Gloucester—5s. p.w. on salaries up to £260.

Grimsby—2s. 6d. p.w. under 21, 5s. p.w. over 21, on salaries up to £300 p.a., with half these rates for officers with free apartments and/or rations.

Wolverhampton—2s. 6d. p.w. for men and women under 21, 6s. p.w. for men over 21, 4s. p.w. for women over 21, earning under £400 p.a., from April 1, 1940.

### BOROUGHES

Bexley—1s. p.w. over 21, 6d. p.w. under 21, in respect of each five points rise in cost-of-living index above 155 to all officers earning up to £300 p.a. (excluding those

## Cost of Living 20.6 p.e. Up

The Ministry of Labour cost of living index figures for each of the past six months, showing the increase in cost of living of a "typical working-class family," since July, 1914 (taken as 100) are:

April      ...      178      July      ...      187

May      ...      180      August      ...      185

June      ...      181      September      ...      187

The actual percentage increases in the cost of living since September 1, 1939 (when the index figure was 155) are, therefore:

April      ...      14.8      July      ...      20.6

May      ...      16.1      August      ...      19.3

June      ...      16.8      September      ...      20.6

governed by national joint board of the electricity supply industry). Operative from August 1, 1940. Adjustments monthly, with further review if cost-of-living index reaches 20s.

Bideford—4s. p.w. to all officers.

Bromley—Civil service award (see Kensington).

Cambridge—5s. p.w. to married officers earning between £14 and £170.

Chatham—6 per cent on salaries up to £5 p.w., from April 1, 1940.

Chingford—6 per cent on salaries up to £250, with minimum bonus of £13 p.a. (salary and bonus not to exceed £250).

Durham—6s. p.w. for officers over 21 earning up to £150. Guildford—3s. p.w. on salaries up to £3 p.w., 4s. on salaries between £3 and £4; salary and bonus not to exceed £4.

Haverfordwest—5s. p.w. to all officers.

Hemel Hempstead—6 per cent on salaries up to £260, with marginal adjustment to £275 12s.

Heston and Isleworth—6 per cent on salaries under £5 p.w., or difference between salary and £5, whichever is less.

Hornsey—Civil service scale (see Kensington).

Mitcham—5s. p.w. on salaries up to £250, with marginal adjustment to £263.

Oswestry—4s. p.w. on salaries up to £300; 2s. 6d. p.w. to unmarried officers under 21, from July 1, 1940.

Rochester—6 per cent on all salaries up to maximum, including bonus, of £260.

Tottenham—2s. 6d. p.w. to officers up to 21, 5s. p.w. over 21, provided salary and bonus does not exceed £325.

Walthamstow—6 per cent on salaries up to £250, with marginal adjustment to £265.

Wisbech—Is. p.w. for each 5 points rise in index for married men earning up to £4 10s. p.w. (maximum 45s.).

### URBAN DISTRICTS

Adwick-le-Street—Each case considered individually: bonuses varying from 2s. 6d. to 7s. p.w. have been granted.

Banstead—6 per cent on salaries up to £300, 3 per cent on next £50 on salaries up to £350, salaries between £350 to £369 10s. to be made up to £369 10s.

Bentley-with-Arkesley—Same as Adwick-le-Street above.

Bridgeman—4s. p.w. from April 1, 1940, plus 3s. p.w. from July 1, 1940 for officers over 18; 2s. 6d. p.w. from April 1, 1940, plus 1s. 6d. p.w. from July 1, 1940 for officers under 18.

Chigwell—5 per cent on salaries under £4 p.w.

Crayford—10 per cent on first £2 p.w.

Darfield—5s. to chief officers, 4s. p.w. to others.

Hebburn—5s. p.w. over 21, 2s. 6d. p.w. under 21; hospital staff 2s. 6d. p.w. over 21, 1s. 6d. p.w. under 21.

Merton & Morden—Civil service scale (see Kensington) from July 22, 1940, including married men in H.M. Forces.

Ripley—10 p.a. to juniors under 21, £13 to two officers over 21, nothing for seniors.

Whitby—Civil service scale (see Kensington).

### RURAL DISTRICTS

Alnwick—5s. p.w. over 18, 2s. 6d. under 18, on salaries under £200 p.a.

Basingstoke—Is. p.w. plus 4s. p.w. for each dependent child; for each five points rise in index to married men and widowers earning up to £400 p.a. (where man and wife both employed salaries to be aggregated); one-third above rate for other staff earning up to £150, with marginal adjustment at £400 and £150.

Belper—10 per cent on salaries under £200, 5 per cent on salaries of £200 and over.

Flaxton—10 p.a. to all officers.

Hambledon—Individual bonuses ranging from Is. 6d. to 5s. p.w.

## Haldane Essay Competition

SIXTEEN essays were submitted in the Haldane essay competition conducted by the Institute of Public Administration. Most, as had been suggested, dealt with the effect of the war on administration. There was no essay of outstanding excellence, however, and the Haldane Medal was not awarded. Three of the essays reached a good level, and the prize of £10 has been divided between the writers:

"The Assistance Services, the War and the Future," by Herbert W. Marshall, chief clerk, public assistance department, Stoke-on-Trent.

"Municipal Capital Finance in Wartime," by Arthur Rothwell, B.A. (Admin.), A.I.M.T.A., city treasurer's department, Manchester.

"Inland Telecommunications in Peace and War," by A. K. Robinson, efficiency engineer, chief regional engineer's office, G.P.O.

The chief weakness of most of the essays was that the writers tended to give too much space to mere narrative, some quite interesting in itself, but with little original thought.

Hemel Hempstead—3s. p.w. to junior staff and typists. Langport—6 per cent on salaries up to £3 p.w.

Richmond (Yorks)—6 per cent on all salaries. Thirsk—5s. p.w. to men, 2s. 6d. to women (two chief officers excluded).

Wakefield—2s. p.w. to officers under 18, 4s. p.w. between 18 and 21, 6s. over 21, from April 1, 1940. To be reviewed this month.

Wisbech—6 per cent to all officers.

### OTHER AUTHORITIES

Port of London Authority—Age under 18, men Is. 6d. p.w., women Is. 1s. p.w.

Between 18 and 21, men 2s. 6d. p.w., women Is. 9d. p.w., 21 and over and earning under 40s. p.w., men 3s. p.w., women 2s. p.w., 21 and over and earning 40s. to 50s. p.w., men 4s. p.w., women 3s. p.w., 21 and over and earning 50s. to 95s. p.w., men 5s. p.w., women 3s. 6d. p.w.

with marginal adjustment up to 100s. and 98s. 6d. respectively. Subject to review and not applicable to staff whose rates of pay have been fixed or increased since September 3, 1939.

Tamworth Waterworks Joint Committee—3s. p.w. to all officers.

### SCOTLAND

#### SCOTTISH WHITLEY SCALE

(5 per cent on salaries under £250 p.a.)

#### COUNTY COUNCILS

#### BURGHES

Airdrie      Edinburgh      Hamilton  
Denby & Dunipace      Falkirk      Paisley  
Dundee      Glasgow      Rutherglen

### OTHER SCALES

#### COUNTY COUNCILS

Ayr—Is. 6d. p.w. on salaries up to £65; 2s. up to £90; 2s. 6d. up to £100, and 3s. up to £250; bonus and salary not to exceed £250.

Stirlingshire—2s. p.w. to all officers under 21, 4s. p.w. over 21; bonus and salary not to exceed £210.

#### BURGHS

Kilmarnock—Is. 6d. p.w. under 21, 3s. over 21, on salaries under £250.

### AMENDMENTS

#### BOROUGHS

Newark-on-Trent—Previous decision (see July L.G.S. rescinded; now 6 per cent to all officers earning up to £300 from April 1, 1940; increases granted since that date to be deducted from bonus).

Port Talbot—Previous bonus of 5s. p.w. over 18, and 3s. 6d. over 18 (September L.G.S.) increased by 3s. 6d. and 1s. 6d. p.w. respectively.

Tenbury Wells—Half bonus (September L.G.S.) to be paid to married men, and single men with dependants in H.M. Forces.

### URBAN DISTRICTS

#### COUNTY COUNCILS

Abercarn—Previous bonus of 4s. p.w. to all employees increased from July 1, 1940, to 8s. for adults and 6s. for juniors.

Haverhill—Previous bonus of 2s. p.w. to all except senior officials now increased to 5s. p.w.

#### RURAL DISTRICTS

Blackwell—Previous bonus of 6 per cent on salaries up to £300 rescinded; now adopted Whitley council scale in full.

Dursley—Decision recorded in July L.G.S. should read 7½ per cent to all officers earning up to £136 p.a. and 3 per cent (on whole salary) to those above this figure.

Marshall—Previous decision granting Whitley award up to £500 rescinded; now giving 6 per cent to all officers, with minimum of 5s. p.w.

In the September list it was stated that Surrey C.C. was giving 5s. p.w. to full-time non-resident officers earning up to £3. This should have read 3s. p.w.

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